

Staffing: Nursing, midwifery and care staff

October 2014

South Tyneside NHS Foundation Trust has led the way in the North East with our Open and Honest programme and is determined to take the same approach with Open and Honest Staffing.

The monthly report identifies staffing fill rates to demonstrate nursing and midwifery and care staffing levels. Fill rates of 100% mean that all planned staff were on duty. Fill rates of greater than 100% represent increased staffing levels to meet unplanned demand to meet patient care needs. Fill rates of less than 100% reflect unplanned sick leave, vacancies or when staff are moved to work in another clinical area due to low occupancy rates on their area, or where demands are higher in another area.

Where there are fill rates of less than 80% or above 150% we have provided additional information relating to that area to outline the reasons for this.

We make reference to the bed occupancy where this is relevant. Bed occupancy identifies how many patients we cared for on that ward or unit at midnight over the calendar month. It identifies how many beds are occupied by patients at midnight and this is converted to a % based on the number of beds available for that ward / unit. The lower the percentage the more empty beds there were over the calendar month. When there is reduced bed occupancy this can be a reason why the fill rates are lower than planned.

These are the overall Trust figures (South Tyneside District Hospital, Primrose Hill Hospital, Monkton Hall Hospital and St Benedict's Hospice)

Trust	Day		Night	
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)
South Tyneside NHS Foundation Trust	92.4%	92.2%	96.8%	105.7%

Ward name	Day		Night	
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)
ASU - Acute Stroke Unit	102.8%	85.7%	80.6%	155.0%

We have noted the increased fill rate for care staff on night duty is 155%, this was to provide support to the Registered Nurses on night duty as their fill rate had reduced to 80.6%. Due to the care needs of the patients on the unit during October additional care staff were required on night duty.

EAU - Emergency Admission Unit	116.9%	81.4%	80.6%	103.5%
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ITU / HDU	93.9%	N/A	100.0%	N/A
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Primrose Ward	88.6%	63.5%	119.4%	83.9%
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There was carer sickness on day duty during October, however as the bed occupancy was only 69% the clinical team were able to provide safe care to their patients.

Special Care Baby Unit	70.7%	N/A	117.1%	99.7%
<i>There has been long term sickness of Registered Nurses on the Unit during October, as well as maternity leave. As this is a small team the fill rates on day duty are affected, however the Unit had a very low bed occupancy of 28%, and for 7 days the Unit had no babies at all, so staff worked in our other paediatric areas.</i>				
Ward 1	83.8%	111.6%	100.0%	112.1%
Ward 10	75.7%	93.3%	100.0%	101.8%
<i>There has been long term and short term sickness of Registered Nurses on the ward during October, which has had an impact on day duty. The fill rates for care staff on day duty and Registered Nurses and care staff on night duty has been maintained to a high level.</i>				
Ward 19	100.8%	84.8%	106.5%	102.1%
Ward 2	100.2%	85.7%	100.0%	95.2%
Ward 3	83.1%	89.8%	104.6%	96.9%
Ward 5	114.4%	78.1%	100.0%	119.3%
<i>There has been a reduction in care staff fill rates on day duty, however this has been compensated by increased Registered Nurse hours on day duty.</i>				
Ward 6 / CCU (Coronary Care Unit)	89.9%	105.3%	106.5%	93.5%
Ward 7	73.2%	133.0%	78.2%	148.9%
<i>There has been long term sickness of Registered Nurses on the ward during October, which has had an impact on day and night duty. We have increased the care staff hours to support safe care delivery during this time.</i>				
Ward 9	100.3%	87.4%	82.4%	125.8%
Delivery Suite	90.2%	102.2%	100.5%	90.3%
Ward 22	101.7%	77.9%	93.8%	100.3%
<i>There has been reduced care staff hours on day duty however the fill rate for Midwives on day duty has exceeded 100%.</i>				
Elmville	93.4%	98.2%	100.0%	100.0%
St Benedicts	82.4%	81.5%	100.0%	100.0%