

Staffing: Nursing, midwifery and care staff

November 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	88.2%	95.9%	96.4%	111.6%

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	120.3%	84.3%	85.0%	156.7%

There are a number of vacancies and sickness which have reduced the number of registered nurses available on night duty. Extra care staff have been allocated to these shifts to support delivering safe patient care. There were no patient harms reported in November.

EAU - Emergency Admission Unit	101.5%	99.3%	90.3%	119.5%
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ITU / HDU	87.9%	116.4%	99.3%	N/A
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Primrose Ward	73.6%	69.6%	113.3%	96.7%
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There has been increased levels of sickness absence during November among both registered nurses and care staff. The bed occupancy of the ward is stable at 64% for the month enabling the clinical team to continue provide safe care to their patients. There were no patient harms reported in November.

Special Care Baby Unit	72.8%	N/A	117.3%	102.0%
<i>Long term sickness and maternity leave on the unit has continued into November. Although there has had to be some flexibility to safety cover all shifts we have maintained a neonatal nurse cover at all times. The bed occupancy of the unit has remained low at 28.52%.</i>				
Ward 1	73.3%	113.2%	100.0%	108.0%
<i>There has been a reduction in the number of registered nurses available on day due to unplanned sick leave and staff leaving post. Interviews have now been completed the newly recruited nurse will start in mid-December. In the interim period, and to provide on-going support, two staff have been moved from other wards until the end of February. There were no patient harms reported in November.</i>				
Ward 10	85.2%	85.3%	98.5%	114.3%
Ward 19	93.0%	90.5%	106.7%	110.8%
Ward 2	71.4%	100.5%	91.7%	129.7%
<i>There have been a number of staffing changes on ward 2 that have led to a temporary reduction in the level of registered nurses. This has been further exacerbated by increased levels of sickness absence. The ward has been supported on day duty by extra management presence and senior nurses from the patient safety team. A medium to long term staffing plan is now in place to manage these changes. There were no patient harms reported in November.</i>				
Ward 3	84.2%	96.2%	96.6%	104.0%
Ward 5	88.0%	106.9%	96.7%	110.5%
Ward 6 / CCU (Coronary Care Unit)	93.2%	100.7%	106.7%	90.0%
Ward 7	68.5%	142.9%	74.5%	151.3%
<i>There has been long term sickness amongst registered nurses on the ward during November which has impacted on the number of nurses available on both day and night duty. This situation has been managed by increasing the care staff hours to support safe care delivery during this time. There were no patient harms reported in November.</i>				
Ward 9	99.4%	87.6%	85.3%	127.0%
Delivery Suite	91.4%	89.9%	99.2%	96.7%
Ward 22	113.8%	81.4%	91.7%	100.0%
Elmville	128.3%	94.2%	100.0%	100.0%
St Benedicts	76.2%	79.7%	100.0%	96.7%
<i>Registered nurse and care staff availability on day duty have been reduced due to maternity leave and retirement. Newly recruited staff will commence in post in January. Patient safety has been maintained by staff working extra hours and nurses bank shifts. There were no patient harms reported in November.</i>				