

Staffing: Nursing, midwifery and care staff

September 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	89.1%	89.2%	97.9%	109.8%

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	100.4%	88.7%	88.3%	143.5%
EAU - Emergency Admission Unit	108.1%	87.4%	97.8%	103.3%
ITU / HDU	90.4%	22.3%	96.0%	N/A

There are only 2 care staff employed in ITU/HDU. One has just returned to work on phased return following a period of sick leave and the other is still absent with sickness. Care staff do not provide direct patient care in ITU/HDU and so patient safety remains unaffected.

Primrose Ward	100.1%	69.7%	113.3%	93.3%
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There was sick leave amongst the care staff at PHH during September but due to the reduced number of patients being cared for on the ward and a decision was made that not all shifts needed to be covered. Bed occupancy has been stable at 62.5% during September. There were no patient harms reported.

Special Care Baby Unit	59.3%	N/A	120.4%	103.0%
<i>There were some staff on long term sick leave and maternity leave in SCBU in September. Staff worked flexibly to ensure that the unit was safely covered at all times with support given to the unit by staff from Paediatric A&E when necessary. Bed occupancy was 44.4% during September . Two new staff nurses have been recruited to the team and will commence work soon.</i>				
Ward 1	94.9%	93.1%	98.3%	105.0%
Ward 10	72.5%	88.3%	98.3%	102.0%
<i>During September there were 2 registered nurses on long term sick who have now returned to duty and 1 registered nurse on paternity leave who has now returned to duty. Ward 10 have a small number of vacancies at band 5 and band 2. Recruitment to band 5 posts is currently underway across all the medical wards. One patient developed pressure sore on the ward during September and although patient experience was very positive overall a few patients reported waiting longer than normal for buzzers to be answered and help with their meals.</i>				
Ward 19	97.5%	86.6%	105.0%	95.0%
Ward 2	99.0%	86.6%	96.7%	105.4%
Ward 3	81.5%	94.0%	97.1%	186.7%
<i>The number of care staff actually allocated to night duty was increased in September without changing the planned number of care staff. This resulted in the fill rates appearing to be very high. The number of care staff planned for night duty will be changed in October after which the fill rates which will accurately reflect the number of care staff needed.</i>				
Ward 5	100.3%	89.2%	100.0%	138.0%
Ward 6 / CCU (Coronary Care Unit)	84.9%	97.3%	100.0%	96.8%
Ward 7	72.3%	130.6%	98.8%	104.0%
<i>There were 3 registered nurses on long term sick leave in September and 1 vacancy. Interviews have taken place in October with a plan to have staff in post as soon as possible. There were no patient harms reported in September.</i>				
Ward 9	98.5%	87.5%	81.7%	136.7%
Delivery Suite	83.1%	72.4%	101.3%	86.7%
<i>Care staff hours on day duty were low in September due to holidays and sick leave. The bed occupancy of delivery suite in September was 38.9%; a new model of care means that most women are staying on delivery suite for the whole of their post natal care and being discharged home. Flexible use of all staff in maternity services has ensured that quality and safety was not effected by low care staff fill rates.</i>				
Ward 22	92.8%	78.8%	90.0%	106.7%
<i>Annual leave and sick leave depleted care staff fill rates on day duty in September. Bed occupancy was 16.67% on the ward in September however there was an increased number of women being initially assessed on the ward due to a planned change in management of early labour .A flexible approach to moving staff to meet the needs of the service has ensured that quality and safety were not affected by low care staff fill rates.</i>				
Elmville	101.8%	102.1%	100.0%	100.0%
St Benedicts	80.7%	73.3%	98.5%	100.2%
<i>There have been 2 registered nurses on maternity leave in September and 1 care staff vacancy. This will resolve in October as 1 registered nurse will return to work and a newly appointed member of care staff has already commenced in post. Further work has been undertaken to review the planned staff numbers for St Benedict's; this change was reflected in the September figures. There were no patient harms reported in September. St Benedict's had a bed occupancy of 88.8% in September.</i>				