

# Staffing: Nursing, midwifery and care staff

June 2014

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South Tyneside **NHS**  
NHS Foundation Trust



South Tyneside NHS Foundation Trust has led the way in the North East with our Open and Honest programme and are 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, or where demands are higher in another area.

Where our fill rates are less than 80% we have provided additional information relating to that area to outline the reasons for this.

In June we have included staffing information for St Benedict's Hospice in Sunderland and Elmville Short Break service, which is a specialist service for people with Learning Disabilities, and is based at Monkton.

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

Trust	Average fill rate - registered nurses/ midwives (%) 		Average fill rate - care staff (%) 	
	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	89.2%	85.0%	95.6%	110.0%

Ward name	Average fill rate - registered nurses/ midwives (%) 		Average fill rate - care staff (%) 	
	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	98.5%	99.2%	82.6%	155.4%
EAU - Emergency Admission Unit	81.8%	82.1%	93.3%	114.3%

ITU / HDU	92.4%	25.8%	96.7%	N/A
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*Our Intensive Care Unit has highly skilled and experienced registered nurses, and these make up 95% of the staff on the unit. We have two carer support posts on the unit and due to staff sickness and holiday this explains the low carer fill rate. In June we know our unit had a bed occupancy of 77%.*

Primrose Ward	95.5%	73.9%	103.3%	116.7%
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*We know during June Primrose Ward had a bed occupancy of 77%. We had care staff sickness on day duty throughout this month, but are pleased to report that this situation will improve in July. Our registered nurse fill rates have ensured clinical care standards have been maintained.*

Special Care Baby Unit	77.6%	N/A	107.1%	102.0%
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*Our Special Care Baby Unit has highly skilled and experienced registered nurses, and in June we had staff sickness which resulted in support being provided by another paediatric unit in the hospital. We understand that all of the information regarding this support has not been captured in our electronic rostering system. The bed occupancy for the unit in June was 41%.*

Ward name	Average fill rate - registered nurses/ midwives (%) 		Average fill rate - care staff (%) 	
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)
Ward 1	94.7%	83.7%	96.7%	103.0%
Ward 10	81.5%	70.8%	100.0%	112.8%
<i>We have care staff sickness absence on day duty and have a vacant post which is currently being recruited into and this accounts for the reduced fill rate. A daily review of patient care requirements and staff availability is undertaken to ensure safe care is maintained.</i>				
Ward 19	113.6%	77.2%	103.3%	100.0%
<i>We have had care staff sickness on day duty, which has been addressed by having increased registered nurse care hours on day duty.</i>				
Ward 2	96.9%	81.3%	105.0%	107.1%
Ward 3	83.5%	74.5%	83.7%	100.0%
<i>We have a number of registered nurse and care staff vacancies on day duty and are currently going through the recruitment process and are awaiting for new staff to start. There has also been care staff sickness during the month of June. A daily review of patient care requirements and staff availability is undertaken to ensure safe care is maintained.</i>				
Ward 5	67.8%	134.6%	100.0%	135.4%
<i>We continue with our recruitment of registered nursing posts and have a new member of staff who has commenced her post in June. We are monitoring staffing and patient safety on a daily basis providing staff from other areas to support the ward. We are also ensuring there is additional care staff on duty to support the registered nurses delivering patient care.</i>				
Ward 6 / CCU (Coronary Care Unit)	102.8%	77.4%	100.0%	95.0%
<i>There is currently a full time vacant care post, which is being recruited into. Registered nurse fill rate on day duty is over 100%.</i>				
Ward 7	94.7%	117.2%	91.9%	129.3%
Ward 9	100.4%	101.6%	82.0%	143.7%
Delivery Suite	74.3%	73.5%	95.0%	83.3%
<i>We have had registered midwifery and care staff sickness on the unit, as well as supporting a midwife attending jury service. Staff have been moved from other maternity services to ensure safe patient care and this support has not been captured in our staffing fill rates. We know that our bed occupancy on delivery suite was 22%.</i>				
Ward 22	77.8%	75.6%	93.3%	100.0%
<i>We have had registered midwifery and care staff sickness on the ward, as well as supporting a midwife with carers leave. Staff have been moved from other maternity services to ensure safe patient care and this support has not been captured in our staffing fill rates. We know that our bed occupancy on delivery suite was 26%.</i>				
Elmville	75.4%	82.6%	100.0%	100.0%
<i>We have had registered nurse sickness on this specialist unit, and as a result the clinical team lead has worked clinically at critical points to ensure patient care and safety was not compromised.</i>				
St Benedicts	95.2%	96.2%	100.0%	100.0%