

# Staffing: Nursing, midwifery and care staff

May 2014

This report is the first time we have used staffing fill rates to demonstrate nursing and midwifery and care staffing levels.

This data was collected in a tight timeframe, in line with the national requirements from NHS England.

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.



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. 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.

We have reviewed our processes since our May submission, for example setting up more robust information systems to capture when we move staff from one clinical area to another to ensure patient care is delivered safely.

These improvements in data collection will be reflected in our June 2014 report.

## These are the overall Trust figures (South Tyneside District Hospital, Palmer Community Hospital and Primrose Hill Hospital)

Trust	Average fill rate - registered nurses/ midwives (%)		Average fill rate - care staff (%)	
South Tyneside NHS Foundation Trust	91.7%	78.7%	97.6%	107.5%
Ward name	Average fill rate - registered nurses/ midwives (%)		Average fill rate - care staff (%)	
ASU - Acute Stroke Unit	97.9%	74.9%	96.4%	118.7%
<i>In May we have had short term sickness of care staff on day duty, though our registered nurse fill rates has ensured clinical care standards have been maintained.</i>				
EAU - Emergency Admission Unit	92.0%	89.0%	80.6%	127.4%
<i>We have registered nurse vacancies which are currently being recruited into. An increase in night duty care staff has been made available to support the registered nurses.</i>				
ITU / HDU	86.2%	22.5%	94.2%	N/A
<i>Our Intensive Care Unit has highly skilled and experienced registered nurses, and these make up 95% of the staff on the unit. We know our unit was 80% occupied during the month of May. We have asked the team to look at the planned hours for care staff to ensure it accurately reflects what is required.</i>				
P3 - Palmer Ward 3	95.1%	77.5%	100.0%	89.2%
<i>During May the number of patients on the ward reduced, and the ward had 45 – 65% of their beds occupied. This explains why the care staff hours were less than planned.</i>				
Primrose Ward	91.3%	65.6%	100.0%	100.0%
<i>During May the number of patients on the ward reduced and the ward had 64% of their beds occupied. We have also had care staff sickness on day duty, though our registered nurse fill rates have ensured clinical care standards have been maintained.</i>				

Ward name	Average fill rate - registered nurses/ midwives (%)		Average fill rate - care staff (%)	
				
<b>Special Care Baby Unit</b>	<b>82.9%</b>	<b>11.1%</b>	<b>120.6%</b>	<b>99.4%</b>
<i>Our Special Care Baby Unit has highly skilled and experienced registered nurses, who are supported by care staff. We know that just over a third of the beds in the unit were occupied in May. We have asked the team to look at the planned hours for care staff on the unit to ensure it accurately reflects what is required.</i>				
<b>Ward 1</b>	<b>109.2%</b>	<b>83.7%</b>	<b>164.9%</b>	<b>103.4%</b>
<b>Ward 10</b>	<b>71.7%</b>	<b>79.5%</b>	<b>100.0%</b>	<b>104.8%</b>
<i>We understand that we have not captured all of the nursing care hours on the ward for the month of May, and have more robust systems in place going forward. We have asked the team to look at the planned hours for registered nurses and care staff on the ward to ensure it accurately reflects what is required.</i>				
<b>Ward 19</b>	<b>130.6%</b>	<b>67.8%</b>	<b>104.8%</b>	<b>96.8%</b>
<i>In May we have noted short term sickness of care staff on day duty, which has been addressed through increased utilisation of registered nurses.</i>				
<b>Ward 2</b>	<b>96.4%</b>	<b>83.6%</b>	<b>100.0%</b>	<b>96.9%</b>
<b>Ward 3</b>	<b>77.1%</b>	<b>79.8%</b>	<b>86.8%</b>	<b>100.3%</b>
<i>We have recently recruited registered nurses and care staff to Ward 3 and are awaiting our new staff to take up post. We are aware that we have not captured all of the nursing care hours on the ward for the month of May, and have more robust systems in place going forward.</i>				
<b>Ward 5</b>	<b>58.1%</b>	<b>120.0%</b>	<b>124.3%</b>	<b>150.1%</b>
<i>We have a number of vacant registered nursing posts and have already began the recruitment process, with a newly appointed registered nurse starting in June. We are monitoring staffing and patient safety on a daily basis providing staff from other areas to support the ward. We are aware we have not captured all of the nursing care hours on the ward for the month of May, and have more robust systems in place going forward. We have provided additional registered nurses and care staff on night duty to meet specific patient care requirements.</i>				
<b>Ward 6 / CCU (Coronary Care Unit)</b>	<b>107.3%</b>	<b>74.2%</b>	<b>100.0%</b>	<b>93.5%</b>
<i>In May we have noted the impact of sickness on care staff hours planned for day duty, though our registered nurse fill rates has ensured clinical care standards have been maintained.</i>				
<b>Ward 7</b>	<b>98.7%</b>	<b>95.0%</b>	<b>88.7%</b>	<b>130.6%</b>
<b>Ward 9</b>	<b>103.1%</b>	<b>83.4%</b>	<b>79.7%</b>	<b>142.6%</b>
<b>Delivery Suite</b>	<b>89.0%</b>	<b>82.3%</b>	<b>92.7%</b>	<b>91.9%</b>
<b>Ward 22</b>	<b>91.1%</b>	<b>77.9%</b>	<b>95.6%</b>	<b>101.6%</b>
<i>In May we have noted the impact of sickness on care staff hours planned for day duty, though our registered midwife fill rates has ensured clinical care standards have been maintained.</i>				