

Staffing: Nursing, midwifery and care staff

July 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	89.6%	87.2%	95.4%	112.4%

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	101.4%	83.7%	50.0%	207.6%



We have had registered nurse sickness on the Unit in July, predominantly on night duty. This accounts for the high number of care staff hours provided on night duty, with close oversight of care standards by the Clinical Site Manager on night duty. A daily review of patient care requirements and staff availability is undertaken to ensure safe care is maintained at all times.

EAU - Emergency Admission Unit	80.0%	80.8%	97.7%	93.5%
ITU / HDU	85.9%	5.6%	89.7%	N/A

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 care support posts on the unit and as a result of staff sickness there is a low care fill rate. In July our unit had a bed occupancy of 50%.

Primrose Ward	117.4%	60.7%	154.8%	90.3%
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We have had an increase in registered nurse care hours allocated to Primrose Hill due to the redeployment of a number of staff who are currently undergoing a period of induction, to enable them to settle into their role on the ward. The reduced care staff fill rate on day duty is compensated by an increase in registered nurse fill rate.

Ward name	 Day Average fill rate - registered nurses/ midwives (%) Average fill rate - care staff (%)		 Night Average fill rate - registered nurses/ midwives (%) Average fill rate - care staff (%)	
	Special Care Baby Unit	73.6%	N/A	124.2%
<i>Our Special Care Baby Unit has highly skilled and experienced registered nurses, and in July we had staff sickness, some of which was covered with existing staff working additional hours. The staffing did not fall below capacity for the number of babies cared for on the unit. Bed occupancy for SCBU was 56% in July.</i>				
Ward 1	89.8%	90.8%	91.9%	112.9%
Ward 10	88.0%	78.0%	98.5%	103.4%
<i>We have care staff sickness absence on day duty which 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	114.6%	78.5%	103.2%	101.6%
<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	97.3%	93.6%	96.8%	142.1%
Ward 3	82.4%	130.0%	90.3%	161.3%
<i>We have had a number of registered nurse and care staff vacancies on the ward, with two posts filled in July. Due to the vacant posts an increased use of care staff is noted on day duty and night duty to support the delivery of safe patient care. This was particularly so on night duty, due to the high dependency needs of patients during this month. A daily review of patient care requirements and staff availability is undertaken to ensure safe care is maintained.</i>				
Ward 5	90.8%	87.9%	100.0%	113.7%
Ward 6 / CCU (Coronary Care Unit)	94.3%	89.6%	114.5%	98.4%
Ward 7	85.0%	110.7%	86.9%	132.1%
Ward 9	99.3%	97.5%	88.7%	125.8%
Delivery Suite	71.4%	79.5%	91.3%	82.3%
<i>We have had registered midwifery and care staff sickness on the unit throughout July, and an additional midwife was called in in line with our on call arrangements, to ensure the unit is staffed safely to meet the demands of the ladies in labour. We know that our bed occupancy on delivery suite was 59%.</i>				
Ward 22	84.6%	84.1%	98.4%	100.0%
Elmville	90.8%	87.2%	100.0%	96.9%
St Benedicts	96.5%	95.4%	100.0%	103.2%