

Staffing: Nursing, midwifery and care staff

August 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	86.8%	87.1%	95.8%	105.0%

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	103.9%	76.2%	63.1%	173.1%

We have had high sickness levels amongst registered nurses on night duty which has continued to cause concern in August. Levels of care staff were increased to ensure overall numbers of staff remain satisfactory. The skill mix on night duty has improved from the position in July and a more sustained solution has been implemented in September. We are currently recruiting three registered nurses and a newly qualified registered nurse will commence in October.



EAU - Emergency Admission Unit	82.8%	86.7%	96.7%	105.3%
ITU / HDU	88.4%	7.2%	92.0%	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 carer support posts on the unit and as a result of staff sickness there is a low carer fill rate. In August the unit had a bed occupancy of 50%.



Primrose Ward	83.6%	73.2%	122.0%	71.0%
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We have had low care staff fill rates on nights, which was compensated by registered nurses causing a positive balance in skill mix. The bed occupancy has been 50% during August, and staffing levels have been adjusted accordingly.



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	72.9%	N/A	131.3%
<p><i>Our Special Care Baby Unit has highly skilled and experienced registered nurses, and in August we had sickness amongst our registered nursing staff on day duty. Staffing levels were maintained at safe levels for the number of babies cared for on the unit at all times. Bed occupancy in August was 41%. Recruitment of a newly qualified registered nurse is complete, with a start date awaited and plans to redeploy another registered nurse from the Emergency Department in mid - October will also enhance the staffing on the unit.</i></p>				
Ward 1	91.3%	95.8%	96.8%	106.5%
Ward 10	77.7%	87.3%	100.0%	101.8%
<p><i>There has been staff sickness with our registered nurses; which has created a shortfall on day duty. There are two registered nurses returning to work in September. There is also long term sickness with care staff on day duty. The use of bank staff to support care delivery has occurred throughout August.</i></p>				
Ward 19	114.0%	75.6%	100.0%	103.2%
<p><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></p>				
Ward 2	97.6%	92.3%	104.8%	91.9%
Ward 3	76.1%	99.0%	87.1%	132.3%
<p><i>We have had a number of registered nurse vacancies on the ward, and there have been 3 registered nurses recruited and are awaiting start dates. There has been an increased use of care staff on night duty to meet the patient dependency during this time.</i></p>				
Ward 5	91.6%	90.6%	96.8%	114.5%
Ward 6 / CCU (Coronary Care Unit)	81.0%	92.1%	100%	101.6%
Ward 7	74.1%	119.6%	81.0%	128.5%
<p><i>We have had low registered nurse fill rates, due to sickness and some redeployment of staff to another area, which has been compensated with an increased care staff fill rate during August.</i></p>				
Ward 9	99.4%	96.2%	79.5%	142.6%
<p><i>We have had registered nurse sickness on night duty and some redeployment of staff to another area, which has been compensated with an increased care staff fill rate during August. The bed occupancy has been 71% during August.</i></p>				
Delivery Suite	84.5%	59.8%	108.0%	71.0%
<p><i>We have had registered midwifery and care staff sickness on the unit throughout August, and additional midwives were 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 are currently implementing a flexible system of staffing across our maternity unit, and some of this staff movement has not been captured in our August data.</i></p>				
Ward 22	84.9%	79.7%	87.3%	100.0%
<p><i>We have had care staff sickness on the unit which has impacted on the fill rate on day duty. Due to the new model of care delivery the ward has had a very low bed occupancy and therefore midwifery care has not been compromised. Bed occupancy on the ward is 15% for August.</i></p>				



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 (%)
Elmville	99.1%	102.6%	100.0%	96.9%
St Benedicts	80.8%	76.5%	101.6%	96.8%

We have had low care staff fill rates on day duty due to 3 vacant posts on the unit – one of which is filled from Sept 14.