

NLG(18)316

DATE OF MEETING	28 <sup>th</sup> August 2018
REPORT FOR	Trust Board of Directors –Public
REPORT FROM	Tara Filby, Chief Nurse
CONTACT OFFICER	Diane Hughes, Nurse Staffing Improvement Manager
SUBJECT	Update to the Board relating to nursing, midwifery and care staffing capacity and capability
BACKGROUND DOCUMENT (IF ANY)	National Quality Board (NQB) report “How to ensure the right people, with the right skills, are in the right place at right time” 2013 (NHS England).
PURPOSE OF THE PAPER:	For Assurance
EXECUTIVE SUMMARY (PLEASE INCLUDE A BRIEF SUMMARY OF THE PAPER, KEY POINTS & ANY RISK ISSUES AND MITIGATING ACTIONS WHERE APPROPRIATE)	<p>This is the monthly report outlining those wards where staffing capacity fell short of what was planned and any risks were mitigated. This shows an overall achievement of fill rate for inpatient wards with a continued high reliance on the use of temporary staff including agency staff (both on and off framework).</p> <p>p.5The overall fill rates have seen a very slight increase 95%</p> <p>p.5 Midwife to birth ratios in month is 1:27 DPOW, 1:23 SGH</p> <p>p.6/7 4 wards are showing fill rate of less than 80%</p>
TRUST BOARD ACTION REQUIRED	The Board is asked to note the report and support any further action required.

**Report From:** Tara Filby, Chief Nurse  
**Date:** 28<sup>th</sup> August 2018  
**Subject:** Safer Staffing Monthly Exception Report  
**Purpose:** This report provides an overview of nursing and midwifery staffing and advises the Board of those wards where staffing capacity and capability fell short of what was planned and any mitigation.

## 1.0 Background

This report will advise the Trust Board of those wards where staffing capacity and capability fell short of what was planned, the reason why and any impact on quality and the action taken to mitigate any risk in staffing from 1<sup>st</sup> July – 31<sup>st</sup> July 2018.

This report provides details of where compliance was less than 85%, our Trust internal target (Amber rated) along with those areas where compliance was less than 80%, national target (Red rated) – 4 of the 38 wards fall into this red rated category for July 2018.

## 2.0 July Position

The overall fill rate for nurse staffing has been identified as slightly higher than June 2018. The Trust has continued to support the ward areas with moves across wards when appropriate. The percentage of actual to planned trained staff is less than 80% on four ward on days and zero wards on nights this month. These wards are B4, C5, rainforest and ward 25.

There were 58 NICE red flag events for staffing identified for July, an increase from 29 in June.

This reports show the number of all pressure ulcers and falls, previously reported were those falls/pressure ulcers deemed avoidable following RCA.

Pressure ulcers for July for the areas covered by this report show grade 2= 36, grade 3 =11, Suspected deep tissue injury =18, unstageable= 6. This shows an increase from July. (Appendix B does not include the grade 2 pressure ulcer incident reported at the High Observation Bay at DPOW and Neuro Rehab Centre at Goole). A focused piece of work is underway across the Trust to reduce the incidence of pressure ulcers.

## 3.0 Improvement Actions

Each ward is reviewed daily by the operational matrons and Associate Chief Nurses

and any redeployment of staff is undertaken on a shift by shift basis. The operational matrons plan the next day staffing requirements by reviewing the acuity and dependency of the wards they are responsible for and in conjunction with the ward sister/charge nurse.

The skill mix of the nursing workforce is taken into account daily. We make conscious decisions to move nurses by ward or within their own ward according to competency and skills.

Where we have vacancies in ward areas we are actively recruiting to these posts using social media, filming of ward staff talking about benefits of working in the ward and through Trust and NHS Jobs website. A focused piece of work is looking at non-EU nursing recruitment.

A risk assessment is in place to empower midwives to escalate concerns re: staffing levels and the acuity and complexity of women in their care. Mitigating actions are then put in place as per the Trust escalation policy, including calling in supportive resource from the community midwifery team and informing the Matrons: sickness levels in the community need to be monitored to ensure cover can be provided.

#### **4.0 Forward Planning and Opportunities**

A table-top review of Birthrate Plus was undertaken in May to ensure that the staffing levels are adequate to meet the current and proposed changes in the model of care and development in service provision. A report is expected to be received in August 2018.

A 'New Deal for Nursing' is currently being developed to look at workforce, recruitment, retention and new roles across nursing and looking how we can ensure safe high quality care.

#### **5.0 Recommendation**

The Board is asked to note the report and support any further action required.

## Appendix A

### Overall fill rates.

The table below demonstrates the site level fill rates for July 2018

Site	Day		Night		Day	Night	Overall	Care Hours Per Patient Per Day (CHPPD)			Ratio RN's to HCA's
	Fill rate - registered nurses/midwives	Fill rate - care staff	Fill rate - registered nurses/midwives	Fill rate - care staff	Average Nurse fill rate		Total average fill rate	Nurses	Care Staff	Overall	
Grimsby	94.0%↓	91.5%↓	97.5%↓	97.1%↓	93.0%↓	97.3%↓	94.7%↓	4.5↓	2.8	7.3↑	62%↑
Scunthorpe	91.5%↓	99.4%↓	100.1%↑	101.9%↓	94.4%↓	100.7%↓	96.8%↓	5.1↓	3.0↓	8.1↓	59%↓
Goole	93.6%↑	92.1%↓	94.5%↑	109.8%↑	93.0%↑	97.6%↑	94.6%↑	3.1↓	1.7↓	4.8↓	55%↓
Trust Overall	92.8%↓	95.0%↓	98.6%↓	99.4%↓	93.7%↓	98.8%↓	95.6%↓	4.7↓	2.8↓	7.5↓	59%

### Maternity Birthrate Plus

The chart below demonstrates the midwife/birth ratios calculated using the Birth Rate Tool for July 2018:

	DPOW	SGH	Trust-wide
Staffed to full Establishment	<b>29.62</b>	<b>30.05</b>	<b>27.40</b>
Excluding mat leave and vacancies	<b>25.03</b>	<b>26.37</b>	<b>22.99</b>
With gaps filled through NLAG Bank/Agency	<b>27.61</b>	<b>28.48</b>	<b>25.46</b>

## Appendix B – Fill rates Nursing, Midwifery and Care staff (July 2018)

DPOW	Day		Night		Day		Night		CHHPD			% safety thermometer harm free care	Bed Occupancy midday	Falls	Pressure Ulcers grade 2	=Pressure ulcer grade 3	Unstageable/or deep tissue injury	CDIFF	MRSA	RED FLAG S	COMPLAINTS	FFT(%)
	Av. fill rate - RNs (%)	Av. fill rate - care staff (%)	Av. fill rate – RN (%)	Av. fill rate - care staff (%)	Av. fill rate -substantive RN (%)	Av. fill rate – Substantive care staff (%)	Av. fill rate – substantive RN (%)	Av. fill rate - substantive care staff (%)	RN	Care Staff	Overall											
Amethyst	95.4%	92.4%	101.8%	97.8%	79.1%	63.4%	62.9%	55.68%	3.2	2.4	5.6	95.7%	110%	4	4	1	0	0	0	0	0	100%
Blueberry /Holly	96.8%	96.8%	93.0%	101.0%	89.2%	95.2%	82.2%	96.14%	12.6	6.0	18.6	100%	103%	0	0	0	0	0	0	4	0	100%
C1 KENDALL	80.0%	98.4%	93.9%	101.4%	71.7%	91.1%	55.1%	96.77%	2.2	2.2	4.4	100%	99%	5	1	0	0	0	0	0	0	Nil return
Coronary care unit	97.0%	51.9%	100.0%	100.3%	83.6%	50.3%	90.3%	97.07%	6.2	1.8	8.0	100%	97%	2	0	0	0	0	0	0	0	Nil return
Honeysuckle /Jasmine	99.0%	94.7%	93.9%	95.7%	91.2%	75.2%	78.3%	89.27%	14.7	5.8	20.5	100%	96%	0	0	0	0	0	0	1	0	100%
ITU	90.7%	89.9%	91.3%	-	82.0%	69.5%	77.5%	-	27.5	1.9	29.5	100%	90%	1	2	0	0	1	0	0	1	n/a
LAUREL WARD	92.8%	110.0%	99.3%	112.5%	77.5%	99.0%	83.1%	108.70%	3.4	2.5	5.9	100%	96%	3	0	0	0	0	0	2	0	100%
NICU	90.2%	74.3%	91.0%	59.7%	86.5%	72.7%	83.7%	58.13%	7.1	2.6	9.7	100%	102%	0	0	0	0	0	0	0	0	100%
Rainforest	73.5%	134.5%	93.5%	112.9%	62.1%	116.7%	83.9%	103.23%	6.8	3.1	9.9	n/a	56%	0	0	0	0	0	0	1	0	100%
STROKE UNIT	80.8%	107.4%	101.2%	103.1%	71.4%	99.9%	58.1%	69.57%	2.6	3.1	5.7	100%	99%	15	1	0	4	0	0	2	0	100%
WARD B2 SAI	87.1%	94.0%	92.7%	104.8%	81.8%	87.1%	78.7%	85.48%	4.3	3.2	7.5	100%	80%	0	0	0	1	0	0	2	0	97.4%
WARD B3	97.8%	92.7%	99.2%	103.2%	81.5%	64.0%	66.1%	75.81%	3.8	2.1	5.9	100%	106%	1	0	0	2	0	0	1	2	100%
WARD B4	78.8%	118.2%	99.9%	109.7%	49.2%	101.3%	50.0%	87.10%	2.9	3.2	6.1	95.8%	88%	1	1	0	4	0	0	0	2	83.3%
WARD B6	94.8%	99.5%	98.5%	96.8%	75.9%	91.9%	51.7%	66.13%	2.7	2.8	5.5	90.9%	95%	2	1	2	0	0	0	1	1	85.7%
WARD B7	89.7%	86.9%	98.0%	92.7%	84.1%	65.3%	90.9%	67.92%	2.6	3.0	5.6	88.2%	89%	2	2	1	2	0	0	2	0	85.7%
WARD C1 HOLLES	88.8%	96.6%	98.4%	89.4%	58.7%	78.3%	43.0%	94.43%	2.5	2.4	4.9	100%	99%	5	2	1	1	0	0	5	0	95.0%
WARD C5	74.7%	87.1%	99.0%	107.8%	76.2%	67.8%	65.9%	43.55%	2.6	2.6	5.2	87%	99%	2	1	3	0	0	0	0	0	100%
WARD C6	80.3%	88.7%	98.3%	129.0%	72.7%	89.2%	65.0%	77.42%	2.8	2.6	5.4	100%	100%	14	1	0	2	0	0	7	0	100%
AMU												100%	89%	8	3	0	0	0	0	2	0	95.0%
HDU	99.2%	124.7%	92.0%	-	92.3%	70.2%	78.9%	-	14.7	1.3	16.0	100%	88%	0	0	0	0	1	0	0	1	n/a
ECC DPOW														0	0	0	0	0	0	2	5	94.4%

Fill rate key

<85%	Yellow
<80%	Red
>115%	Blue

Safety thermometer.	
Over	95%
Over	85%
Under	85%

SGH/Goole	Day		Night		Day		Night		CHHPD			% safety thermometer harm free care	Bed Occupancy midday	Falls	Pressure Ulcers Grade 2	Pressure ulcer G3	Unstageable/Deep tissue injury	CDIFF	MRSA	RED FLAG S	COMPLAINTS	FFT (%)	
	Av. fill rate - RNs (%)	Av. fill rate - care staff (%)	Av. fill rate - RN (%)	Av. fill rate - care staff (%)	Av. fill rate - substantive RN (%)	Av. fill rate - Substantive care staff (%)	Av. fill rate - substantive RN (%)	Av. fill rate - substantive care staff (%)	RN	Care Staff	Over all												
CCU	87.9%	96.8%	100.8%	100.0%	73.7%	84.3%	81.7%	100.00%	4.4	1.7	6.1	100%	96%	1	0	0	0	0	0	0	0	100%	
Disney	76.1%	90.3%	100.0%	93.5%	75.4%	95.5%	87.8%	93.55%	9.6	3.8	13.4	n/a	48%	0	0	0	0	0	0	0	0	100%	
ITU	97.6%	95.5%	91.0%	-	91.2%	82.4%	85.0%	#DIV/0!	28.2	0.9	29.2	85%	80%	0	0	0	0	0	0	0	0	n/a	
NICU	101.8%	82.4%	100.5%	66.1%	96.8%	99.2%	96.9%	63.18%	13.6	6.7	20.3	100%	73%	0	0	0	0	0	0	0	0	n/a	
SGH Gynecology	97.1%	100.9%	100.0%	-	87.8%	84.2%	85.8%	#DIV/0!	6.5	1.9	8.5	100%	90%	0	0	0	0	0	0	0	0	97.7%	
Stroke	98.7%	85.8%	98.7%	96.8%	60.1%	71.5%	70.1%	85.48%	6.5	2.8	9.3	100%	93%	7	0	0	1	0	0	4	0	100%	
WARD 10	110.8%	82.6%	108.2%	119.4%	44.4%	79.5%	26.4%	37.04%	3.7	2.2	5.9	100%	96%	7	0	0	0	0	0	0	0	1	100%
Ward 11												100%											
Ward 16	87.8%	101.3%	93.3%	112.9%	79.6%	106.6%	50.2%	108.06%	2.9	2.9	5.7	90.9%	98%	10	0	0	0	0	0	1	0	100%	
Ward 17	80.3%	111.4%	96.7%	114.5%	60.6%	74.8%	51.7%	95.16%	2.8	3.0	5.7	100%	100%	6	1	0	4	0	0	0	0	100%	
Ward 18	96.6%	93.1%	100.0%	93.5%	91.9%	90.8%	90.0%	48.39%	3.4	2.6	6.0	92.9%	127%	7	4	0	0	0	0	0	1	100%	
WARD 22	90.5%	66.6%	101.3%	137.9%	48.7%	77.4%	18.7%	100.81%	4.0	3.0	7.0	91.7%	103%	2	3	1	2	0	0	7	1	100%	
WARD 23	82.2%	89.2%	93.4%	85.9%	52.5%	99.7%	84.1%	42.86%	2.6	2.5	5.1	100%	98%	10	1	0	1	0	0	2	2	92.0%	
WARD 24	100.3%	111.9%	145.2%	129.1%	66.9%	104.0%	43.7%	90.03%	2.8	2.4	5.2	96.7%	99%	6	0	0	0	0	0	4	1	96.0%	
WARD 25	72.6%	86.8%	98.5%	99.9%	49.7%	82.4%	26.0%	87.35%	2.6	2.5	5.1	100%	99%	1	2	1	0	0	0	2	1	100%	
WARD 26	94.9%	93.4%	93.8%	74.2%	72.3%	77.8%	78.3%	25.81%	7.3	1.9	9.2	100%	64%	0	0	0	0	0	0	3	1	94.1%	
WARD 28	106.6%	85.4%	99.2%	97.0%	79.4%	89.1%	49.3%	73.31%	3.7	3.0	6.7	100%	98%	3	2	0	0	0	0	0	0	100%	
WARD 3	93.2%	96.9%	101.2%	100.0%	84.2%	61.0%	29.1%	100.00%	3.9	2.6	6.5	100%	93%	4	1	0	0	0	0	1	0	Nil return	
Ward 6	102.1%	100.1%	93.5%	-	100.7%	84.0%	79.3%	-	4.6	2.2	6.8	100%	69%	2	0	1	1	0	0	0	1	Nil return	
EC SGH					75.5%	137.2%	54.1%	109.71%				n/a	n/a	0	0	0	0	0	0	0	4	82.6%	
CDU-SGH					76.0%	91.3%	47.1%	85.34%				100%	95%	5	1	0	1	0	0	1	1	92.3%	

Fill rates

<80%	Red
<85%	Yellow
86-114%	Green
>115%	Blue

Safety thermometer.	
Over	95%
Over	85%
Under	85%