

Report From: Ellie Monkhouse, Interim Chief Nurse
Date: 8th January 2019
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 1st November – 30th November 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) –One of the 39 wards is showing as a red rated category for November 2018, this was ward 6 on nights. This is a data error, the shift leader is reflected on the Goole site roster and has not been picked up when the report was run. All night shifts on ward 6 did have 2 registered nurses.

2.0 November Position

The overall fill rate for nurse staffing has been identified as slightly lower than October 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 no ward on days and one ward on nights this month for registered nurses.

This fill rate position is maintained by the commencement of the newly qualified nurses starting in the Trust. A number of our newly qualified nurses have received their NMC PIN number and worked 2 weeks supernumerary in November which is the reason for the increased fill rates in some areas.

There were 20 NICE red flag events for staffing identified for areas covered in this report in November, an increase from the 17 in October. **The staffing red flag are reported via the Datix system and reviewed by the directorate at the time. The incidents are spread out over the wards, no ward stands out above the rest for higher incidents.**

This reports show the number of all pressure ulcers and falls. Pressure ulcers for November for the areas covered by this report show grade 2= 19, grade 3 =3, Suspected deep tissue injury =26, unstageable= 7. This shows an

decrease from October for grade 2.. This indicates that wards are detecting pressure damage at an earlier stage. 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 Heads of Nursing 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 2018 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 review is taking place into how the maternity ratios are calculated. These figures are not included for this month until this work is completed by the Head of Midwifery.

The 'New Deal for Nursing' continues to be progressed to look at workforce, recruitment, retention and new roles across nursing and looking how we can ensure the delivery of safe high quality care.

5.0 Recommendation

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

Report Written by
Diane Hughes, Head of Nurse Staffing.

Appendix A

Overall fill rates.

The table below demonstrates the site level fill rates for November 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	99.3%↑	95.6%↓	99.3%↑	102.2%↑	97.8%↓	100.3%↑	98.8%↓	4.7↓	3.0↓	7.7↓	64%↑
Scunthorpe	102.8%↑	89.7%↓	99.5%↓	110.3%↑	97.2%↓	103.3%↑	99.5%↓	5.0↑	3.2↑	8.2↑	64%↑
Goole	101.5%↑	111.4%↑	91.2%↑	150.4%↑	106.1%↑	105.9%↑	106.0%↑	6.6↓	5.1↓	11.7↓	44%↓
Trust Overall	100.9%↑	93.8%↓	98.9%	107.2%↑	97.9%↓	101.8%↑	99.4%↓	4.9↑	3.2→	8.1↑	65%↑

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

DPOW	WTE RN	Day		Night		Day		Night		CHHPD													
Ward name		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	% 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(%)
Amethyst	24.23	101.0%	87.0%	102.7%	107.0%	84.4%	55.1%	73.9%	68.85%	3.3	2.4	5.7	100%	109%	11	0	0	2	0	0	0	1	100%
Blueberry /Holly	22.64	99.8%	93.4%	97.4%	99.1%	92.1%	87.6%	88.2%	95.72%	12.1	5.4	17.6	100%	56/54%	0	0	0	0	0	0	0	1	100%
C1 KENDALL	14.40	106.8%	81.9%	106.7%	118.1%	95.1%	78.3%	75.0%	81.67%	3.3	3.1	6.4	93.9%	93%	12	1	0	5	0	0	0	0	Nil return
Coronary care unit	13.75	96.7%	100.3%	100.0%	97.0%	89.7%	90.3%	98.3%	80.30%	6.2	2.4	8.5	100%	95%	0	0	0	0	0	0	0	0	100%
Honeysuckle /Jasmine	26.36	96.1%	98.2%	101.4%	98.8%	85.3%	87.4%	88.6%	91.30%	13.4	5.3	18.7	100%	54/53%	0	0	0	0	0	0	0	0	100%
ITU	36.67	88.3%	96.7%	97.9%	-	86.6%	87.8%	83.1%	-	26.2	1.9	28.1	100%	98%	0	1	0	0	0	0	0	0	n/a
LAUREL WARD	15.25	133.7%	110.9%	98.3%	141.6%	125.9%	100.9%	83.4%	101.7%	4.6	3.0	7.6	100%	85%	3	0	0	0	0	0	0	0	100%
NICU	19.91	96.9%	88.9%	95.4%	65.7%	95.4%	86.3%	92.9%	64.19%	5.9	2.4	8.3	100%	128%	0	0	0	0	0	0	2	0	100%
Rainforest	20.01	89.8%	100.1%	96.9%	106.7%	85.3%	103.5%	91.3%	96.67%	6.2	2.7	8.9	n/a	77%	0	0	0	0	0	0	3	0	72.7%
STROKE UNIT	14.40	97.3%	94.1%	95.2%	95.6%	76.4%	89.1%	41.9%	75.27%	2.5	3.5	6.0	100%	98%	8	2	0	2	0	0	1	1	100%
WARD B2 SAI	20.01	98.3%	88.0%	100.0%	88.9%	95.9%	68.8%	83.3%	64.24%	4.7	3.5	8.2	100%	77%	4	2	0	0	0	0	1	0	92.0%
WARD B3	24.05	93.1%	98.1%	100.0%	100.0%	81.4%	93.8%	79.2%	76.67%	3.8	2.3	6.1	100%	106%	0	2	0	4	0	0	4	3	100%
WARD B4	16.42	87.3%	109.7%	100.0%	118.3%	43.4%	90.2%	30.0%	83.33%	2.8	2.9	5.7	100%	97%	8	0	0	0	1	0	1	0	100%
WARD B6	13.72	86.7%	112.3%	101.7%	111.7%	72.5%	100.9%	53.3%	96.67%	2.7	3.2	5.9	94.7%	93%	6	1	0	1	0	0	0	2	Nil return
WARD B7	13.73	103.5%	82.1%	96.7%	101.2%	94.0%	84.4%	61.7%	70.00%	3.1	3.0	6.1	100%	86%	2	1	0	3	0	0	0	3	92.3%
WARD C1 HOLLES-C2	14.53	97.1%	96.3%	101.7%	90.0%	90.3%	81.0%	91.7%	80.00%	2.7	3.3	5.9	95.2%	98%	5	2	0	1	0	0	0	0	96.7%
WARD C5	14.10	97.1%	92.1%	99.5%	109.8%	75.6%	77.9%	36.6%	88.79%	2.6	2.7	5.3	90.9%	99%	5	0	0	2	0	0	0	1	100%
WARD C6	15.42	103.2%	97.2%	103.5%	116.2%	95.1%	79.8%	83.9%	65.00%	2.7	2.7	5.4	91.3%	99%	8	0	1	2	0	0	3	0	93.8%
AMU	26.46					60.1%	83.8%	45.8%	1.45%				100%	95%	3	1	0	1	0	0	0	0	100%
HDU	19.86	98.8%	96.0%	98.4%	-	86.6%	75.3%	89.2%	-	14.	2.0	16.8	100%	102%	0	0	0	2	0	0	0	0	n/a
ECC DPOW	46.47					105.3%	99.3%	67.3%	56.91%				n/a	n/a	1	0	0	0	0	0	1	5	75%

<80%	
<85%	
86-114%	
>115%	

Safety thermometer.0	
Over	905%0
Over	850%0
Under	85%0

SGH/Goole		Day		Night		Day		Night		CHHPD													
Ward name		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	% 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 (%)
CCU	15.15	91.4%	107.7%	100.4%	100.0%	82.5%	103.5%	82.0%	96.67%	5.5	2.2	7.7	100%	85%	1	0	0	0	0	0	0	0	100%
Disney	20.96	96.4%	87.5%	103.3%	100.0%	101.2%	87.5%	102.2%	100.00%	8.0	2.8	10.8	n/a	73%	0	0	0	0	0	0	0	0	100%
ITU	41.83	94.8%	74.8%	89.3%	-	89.2%	74.8%	74.4%	-	34.8	1.8	36.6	100%	65%	0	0	0	0	0	0	0	1	n/a
NICU	14.75	95.5%	89.3%	100.3%	90.9%	89.0%	81.2%	90.3%	89.21%	9.4	5.8	15.2	100%	75%	0	0	0	0	0	0	0	0	100%
SGH Gynecology	14.33	96.4%	102.8%	100.0%	-	86.3%	97.8%	75.0%	-	6.1	1.9	8.0	100%	93%	0	0	0	0	0	0	0	0	100%
Stroke	28.77	98.9%	102.4%	98.7%	98.3%	63.2%	100.5%	56.8%	95.00%	7.5	3.6	11.0	93.3%	84%	7	0	0	0	0	0	0	0	90%
WARD 10(27)	14.62	106.9%	70.4%	111.8%	95.0%	102.6%	71.4%	95.2%	71.67%	-	-	-	100%	88%	1	1	0	1	0	0	0	3	Nil return
Ward 16	13.95	126.4%	77.4%	108.2%	136.7%	117.4%	64.7%	50.0%	91.67%	3.3	3.1	6.4	100%	98%	10	1	1	0	0	0	0	2	93.8%
Ward 17	13.73	122.6%	81.5%	106.7%	121.8%	104.0%	75.2%	71.7%	93.56%	3.1	3.0	6.1	95.7%	98%	0	1	0	0	0	0	0	1	100%
Ward 18	15.06	100.3%	80.1%	100.0%	113.3%	91.3%	77.8%	80.0%	103.33%	3.4	2.7	6.1	100%	123%	0	0	0	1	0	0	0	0	100%
WARD 22	18.89	102.6%	84.6%	101.3%	99.7%	61.5%	74.6%	30.0%	87.47%	3.8	3.6	7.4	100%	84%	7	1	0	1	0	0	2	0	97.8%
WARD 23	18.89	103.2%	103.8%	102.2%	124.9%	68.8%	103.7%	33.3%	83.26%	2.9	2.9	5.9	100%	97%	6	1	0	0	0	0	0	1	100%
WARD 24	18.89	102.6%	108.3%	99.4%	148.3%	67.7%	104.4%	33.9%	106.67%	2.9	3.0	5.9	100%	99%	1	0	1	3	0	0	0	1	96.7%
WARD 25	14.17	103.4%	78.2%	100.2%	101.5%	70.8%	74.9%	61.3%	74.62%	4.3	3.6	7.9	100%	96%	1	0	0	1	0	0	0	1	100%
WARD 26	16.50	91.4%	84.6%	96.1%	96.7%	86.7%	78.0%	85.1%	80.00%	6.0	1.7	7.7	100%	60%	0	0	0	0	0	0	0	0	95.4%
WARD 28	20.46	95.8%	92.2%	104.6%	111.7%	53.4%	77.0%	15.0%	60.00%	3.0	2.7	5.7	96%	96%	2	1	0	0	0	0	0	0	100%
WARD 3	12.60	88.5%	110.9%	98.3%	100.0%	89.9%	108.6%	51.7%	100.00%	4.0	3.2	7.1	100%	85%	1	0	0	1	0	0	0	0	100%
Ward 6	13.20	92.4%	97.0%	71.7%	-	86.7%	121.5%	64.5%		4.3	2.6	6.8	100%	73%	0	0	0	0	0	0	1	0	Nil return
NRC	12.23	117.3%	101.0%	102.4%	106.7%	105.6%	82.0%	97.4%	70.00%	3.8	3.0	6.8	100%	100%	7	0	0	0	0	0	1	0	Nil return
EC SGH	45.58					79.1%	94.8%	63.3%	129.68%				n/a	n/a	0	0	0	0	0	0	0	0	65.4%
CDU-SGH	24.69					78.8%	83.1%	47.9%	86.67%				100%	86%	6	0	0	0	0	0	0	1	66.7%

<80%	
<85%	
86-114%	
>115%	

Safety thermometer.0	
Over	95%0
Over	85%0
Under	85%0