

Monthly Report of Nursing & Midwifery Staffing Levels

June 2015

At Luton and Dunstable University Hospital NHS Foundation Trust we aim to provide safe, high quality care to our patients and our staffing levels are continually assessed to ensure we meet this aim.

For most wards, there will be a difference between the planned and actual staffing hours. In some cases, departments will have used more hours than they planned to use and in other cases they will have used less hours than they planned. The reasons for using more staff hours than planned could include needing to open and staff additional beds, or needing to care for patients who are either more unwell or who have greater care needs than those patients usually cared for on that ward. The reasons for using less staff hours than planned could include using fewer beds than planned, or caring for patients who are less unwell or with fewer care needs than those patients usually cared for on that ward. The planned staffing level is based on optimal staffing levels and where actual staff is below this on a shift, the Trust has a number of mechanisms led by the Chief Nurse and her Deputy to ensure the staffing on that shift remains at a safe and appropriate level.

- The average fill rate for the Trust in June 2015 was 96%. Overall the actual fill rate for shifts for Registered Nurses was 95.61% which is a reduction of 1.04% from last month and for other care staff against planned levels this was 96.25% which is 1% higher than last month. In June the overall fill rate was 96%.

Day		Night	
% Average fill rate RN	% Average fill rate HCA	% Average fill rate RN	% Average fill rate HCA
93.8	96.2	98.1	96.3

Where the percentage fill rate for Care staff is higher than the percentage of trained can be associated to the introduction of the Band 4, Assistant Practitioner role within the Department of Medical Elderly (DME) and the Surgical Assessment Unit -Ward 21. This role of the Assistant Practitioner is aimed to provide a higher level of clinical support for our qualified staff and maintain high standards of patient care.

Where there was a variance of greater than 15% between actual fill rates and planned staffing levels, reasons are provided and any actions that were taken are detailed.

Red Flags

We continue to collect data on red flags, strict controls continue to ensure that agency use is minimised. Some agency staff who work with us on a "regular basis", are trained in wardware (electronic observations) and e-prescribing; this improves the quality of skills available on shift. Trust staff are always redeployed to escalation areas as they are familiar with all Trust processes.

Standard (Red Flags)	Flag occurrences
Number of shifts where 50% or more RNs on duty are agency (nights)	0
Number of day shifts when RN to patient ratio is greater than 1:8	9% (n=61)

Vacancies and Recruitment Activity

Proactive recruitment continues to address trained and untrained vacancies. Some clinical areas have had an increase in their staffing establishments due to the reconfiguration of their area (ED and EAU), or a change in their activity levels (Ward 4 & Ward 21) or following review of acuity levels (Paediatrics).

During the month, midwifery successfully appointed 20 WTE and Paediatrics have recruited 12 WTE. An active recruitment event is planned for 4th July where we hope to appoint into registered nurse, Band 5 vacancies.

Planned recruitment activity in Europe will take place in August and then recruitment outside Europe in the Philippines and India is organised for September.

Band 2 Healthcare Assistant vacancies continue to reduce; the plan is to continue robust recruitment to ensure that these vacancy levels remain minimal. Further HCA recruitment is planned for the end of July.

Band	Vacancies as of 1st June	Numbers Working Notice	Numbers Going through Recruit	Real Vacancies as of 1st June
Band 7	4.23	1.00	2.00	3.23
Band 6	22.22	5.61	8.00	19.83
Band 5	102.95	19.61	95.00	27.56
Band 4	3.00	0.00	0.00	3.00
Band 3	1.84	0.00	0.00	1.84
Band 2	31.60	6.61	55.00	-16.79
Total	165.84	32.83	160.00	67.24

*Some areas have over recruited staff, which affects the number of real vacancies shown. High vacancy levels are held in Theatres (Anaesthetic nurses and ODPs), Critical Care, Endoscopy, Medicine and the Cardiac Centre.

	Day		Night		
WARDS	Average fill rate-Registered Nurse/Midwives (%)	Average fill rate-Care staff (%)	Average fill rate-registered Nurses/Midwives (%)	Average fill rate-Care staff (%)	Review by Matron/Ward where 15% or more of nursing hours did not meet agreed staffing levels (Highlighted in red)
High Dependency Unit (HDU)	95.24%	83.33%	99.52%		During the month of June, 1 WTE HCA was on Annual leave for a two week period. Attempts were made to cover this gap.
Intensive Care Unit (ITU)	101.18%	104.79%	97.84%		
Ward 14 Elderly Care	80.19%	111.98%	105.56%	98.02%	
Ward 15 Elderly Care	84.84%	113.93%	100.00%	95.90%	DME are piloting the role of an Assistant Practitioner at Band 4, as this is not a Registered Nurse role a shortfall in RN workforce is shown with a corresponding increase in care staff numbers.
Ward 16 Elderly Care	92.28%	101.26%	98.89%	98.52%	
Ward 17 Stroke	89.49%	105.04%	97.33%	102.22%	
Ward 18 Infection	110.79%	86.20%	105.75%	100.00%	
Ward 10 Medicine	101.93%	102.27%	98.33%	102.33%	
Ward 11 Medicine	93.29%	92.91%	91.53%	90.98%	
Ward 12 Medicine	91.61%	92.94%	100.00%	98.98%	
Coronary Care (CCU)	95.29%	104.84%	98.89%	100.00%	
Ward 5 Rehabilitation	100.64%	98.17%	100.00%	100.00%	
Ward 3 Acute Emergency Medicine	96.16%	99.26%	93.48%	120.00%	
Emergency Admission Unit (EAU)	97.39%	98.89%	98.89%	100.00%	

Ward 4 Acute Emergency Medicine	98.01%	104.26%	99.17%	103.28%	
Paediatric Assessment Unit (PAU)	93.22%	106.81%	98.90%	100.00%	
Ward 24 Paediatrics	99.52%	100.00%	100.00%	100.00%	
Ward 25 Paediatrics	100.00%	100.00%	98.80%	101.98%	
Neonatal Intensive Care Unit (NICU)	95.41%	99.78%	95.57%	68.33%	
Ward 20 Surgery	99.72%	93.37%	101.15%	93.24%	
Ward 21 Surgery	92.71%	103.60%	81.67%	122.22%	The necessity to fill the registered nurse shortfall on nights was risk assessed on a daily basis and was filled with either a Band 4 Assistant Practitioner or a HCA as reflected in these figures for June.
Ward 22 Surgery	101.58%	101.70%	98.92%	94.25%	
Ward 23 Surgery	97.77%	102.82%	93.33%	106.67%	
Cobham Clinic (Private)	97.11%	97.77%	101.67%	96.67%	
Ward 32 Maternity	77.17%	82.67%	105.89%	76.40%	The shortfall in Maternity Care Assistants on nights was countered by the use of Registered Midwives. During the day workforce decisions were made on the basis of demand and staff utilised across Trust and community teams
Ward 33 Maternity	81.31%	79.85%	114.09%	75.65%	The shortfall in MCAs on nights was countered by the use of Registered Midwives. Gaps during the day were met through utilising teams from across the Trust and Community.
Delivery Suite Maternity	84.49%	69.67%	96.49%	79.19%	During the day midwifery staffing numbers were made on the basis of demand and staff utilised across Trust and community teams.
Ward 34 Gynaecology	96.70%	94.57%	100.00%	100.00%	
Ward 19b (Escalation)	102.50%	86.36%	105.00%	95.24%	
Total	93.8%	96.2%	98.1%	96.3%	

