

Meeting: Finance and Performance Committee
Date: September 2015

Agenda Item: 8

Monthly report on Nurse levels for September 2015

Key Risks -

Clinical: The delivery of safe, high quality care is a fundamental to objective of the Trust. This paper reports on the shift by shift information required as part of the “Hard Truths”	Business: Failure to deliver on safe, high quality care may impact on the hospital of choice.
Environmental:	Finance and Performance: Failure to deliver on safe, high quality care may impact on the hospital of choice.
Reputation: Failure to deliver high quality care may impact on reputation.	Legal:
Resource Required:	

Cross Reference to Trust Strategic Priorities and Objectives:

Legal and Regulatory Implications/Equality and Diversity issues:

Recommendation

The Patient Safety and Quality Committee are asked to note the shift by shift information

Requested Action

None

Summary

This paper is the monthly report of the nurse staffing levels on a shift by shift basis for the planned and actual staffing levels. This paper outlines the trust’s position on the mandatory submission for nursing fill rates to the Department of Health via UNIFY, highlighting key areas of risk and the mitigation taken at directorate level.

1. Introduction

The purpose of the paper is to outline the nursing staffing fill rates for the period of 1st to 30th September and highlight the key areas of risk and mitigation taken throughout this period. This report meets the requirements of National Quality Board and expectations delivered to Trusts in December 20013. The data captures actual versus planned staffing on an hourly basis for day and night shifts.

2. Trust Position.

The trust successfully uploaded the September unify data within the requested time frame from the TDA. Appendix 1 shows the unify return for September. In order to enable an overview of the actual against planned a summary table is detailed in table 1. The table include the reasons, the impact and the actions which have been taken to address the staffing deficit and support quality, safety and patient experience.

Table 1 September unify upload summary

Ward Unit	Day		Night		Reasons	Impact	Actions taken to address the gap
	Average Fill Rate RN %	Average Fill Rate HCA %	Average Fill Rate RN %	Average Fill Rate Care Staff %			
Phoenix Ward E122	105.0%	98.9%	105.2%	270.2%			
Heybridge Ward A303	89.9%	99.0%	96.8%	110.4%	Vacancies	Safe care provided	The ward is relying on temporary staff and has lines of these working to support the substantive staff. Risk assessment completed
Rayne Ward A304	96.2%	107.5%	98.1%	121.2%			
Goldhanger Ward E222	85.8%	91.2%	98.8%	100.0%	Newly established ward	Sister works mainly clinically to support safe care	Recruiting from trust wide plans, also interviewing experienced band 5s
Notley Ward E223	91.6%	126.8%	96.7%	146.6%			
Lister Ward C451	93.0%	161.5%	97.8%	286.3%			
John Ray Ward E323	96.6%	83.4%	98.1%	84.4%	Staffing flexed to meet the patient activity	Safe care	Staffing reviewed on a daily basis to ensure safe care provided, staff move flexibly around the

							unit. New HCAs commenced in October
ESS Ward A205	105.2%	110.0%	115.7%	158.0%			
EAU Ward A204	83.8%	96.5%	102.6%	118.5%	Reduced an RN on an early late and night to reflect activity	Safe care	Recruiting from trust wide plans.4 RNs commenced in October
General Intensive Care Unit E226	83.3%	55.3%	90.6%	57.3%	Staffing reflects activity	Safe care	No further action required
MHDU Ward A211	90.1%	0	53.2%	0	Patient activity	Safe care	Beds have been closed, ITU supports
Danbury Ward A302	94.8%	116.1%	96.8%	140.8%			
Terling Ward A305	90.3%	98.2%	98.0%	149.8%			
Baddow Ward C250	93.7%	119.9%	97.8%	139.9%			
Braxted Ward C251	88.6%	127.4%	99.1%	176.7%	Vacant posts	Safe care as ward sister works clinically	Recruiting as part of the Trust wide recruitment plans.
Felsted (A207)	91.4%	108.5%	95.7%	134.7%			
Stroke Unit E125	86.0%	124.0%	99.0%	156.8%	Vacant posts	Safe care as ward sister and thrombolysis nurses work clinically	Recruiting as part of the Trust wide recruitment plans.
Burns ITU E220	94.0%	78.2%	99.4%	100.6%	HCA not always required on duty, staff managed flexibly to match clinical need	Safe care	No further action required
Burns Adult	86.3%	97.0%	100.0%	93.1%	Staff flexed to match	Safe care	No further action

Ward E221					activity		required
Burns Children Ward E225	94.9%	109.8%	100.0%	0			
Stock Ward E320	92.1%	94.2%	99.7%	110.0%			
Billericay Ward E321	83.2%	85.7%	88.6%	103.3%	RN shifts not always required as patients not requiring airway additional nursing skills, not required this month, although built into roster/planned	Safe care	Shifts reviewed daily to ensure safe care. New HCAs commenced in October
Birthing Unit A402	76.2%	0.0%	93.0%	0.0%	Vacant posts	Safe care	Managers, specialist midwives and CAN work clinically to ensure safety
A4.4 Neonatal Unit (WF 405)	86.7%	80.0%	82.2%	100.0%	Staffing flexed to meet clinical activity	Safe care	No further action required
A4.3 Postnatal Ward (WF404)	98.4%	91.8%	101.5%	108.9%			
Delivery Suite/Labour Ward A402	91.2%	194.8%	107.1%	214.7%			
St Peters Maternity	114.1%	86.3%	107.3%	111.3%	MCA's are rotated around the unit from the labour ward	Safe care	No further action required
WJC Maternity	98.6%	112.4%	109.2%	108.0%			
Mayflower (BADB)	83.6%	96.5%	95.3%	96.7%	Awaiting new starters due to ward established being increased to support the planned	Safe care	No further action required

					roster for a 7 day per week ward as opposed to a 6 day only ward establishment		
Gosfield (EACD)	98.8%	71.2%	110.2%	96.7%	Sickness	Safe care	Sickness policy being applied no further action required
SEW (GBBK)	87.4%	75.6%	100.0%	96.7%	Vacant posts	Safe care	Recruiting as part of the Trust wide recruitment plans. Risk assessment completed

The majority of fill rates for nursing and care staff were above 80% (Appendix 1).

In September 2015 15 wards reported staffing fill rates below 90%. This excludes GICU/GH DU who have reported low fill rates of unregistered support staff, as this resource is not essential to provide safe staffing levels within these acute units, and generally reflects the patient activity requirements.

Each ward has been reviewed with the Associate Chief Nurse (or representative) within each directorate to provide mitigation to areas where a shortfall was identified. In areas where there are high levels of HCSW numbers this is due to specials. This will decrease in the future as the Enhanced Support Assistants begin work, 8 people are in post, 6.6 wte and another 2 full time staff are commencing in November .

3. Wards reporting above 100%

3.1

3 out of 28 wards (10.7%) reported over 100% fill rate of Registered Nurses within the day compared with 8 wards at night (28%). The incident of HCSWs fill above 100% was significantly more within the night duty period. On day duty there were 12 out of 28 wards with excess of 100% (42%) compared to 20 out of 28 (71%) in the night.

The following reasons are attributable to this.

- Submission of data includes additional duties that have been added over and above the ward establishment. This includes specials, increased capacity and increased acuity.
- Some identified wards require additional duties depending on the needs of the individual
- It has been identified during this period that some wards planned hours (reflected in the FSR) does not match with the amount of staff the ward is actually using (irrespective of 1:1 special requests).
- As part of the V10 update all MAPS templates are being reviewed against budgeted establishment and FSRs to ensure an accurate picture of fill rates
- It is easier to fill night duty shifts with temporary staff than day duty shifts and explains the higher numbers of wards with more than 100% fill on night duty

4. Incident reports and red flags

In September 2015, there were 25 Incidents reported with the category 'Staffing Issues' (18 of these fell within the red flag criteria). A total of 33 incidents reported in September fall within the red flag criteria. These caused low or no harm to the patient or the incident has been classified as a near miss.

	September 2015
Incidents reported where the category was 'Staffing Issues'	25
Red Flag (where staffing issues or skill mix was a contributing factor)	33
Of those the degree of harm:	
Near miss	11
No injury	21
Minimal	1

5. Recruitment update

- 2nurses from Overseas Recruitment Project commenced employment in September
- 24registered nurseswere recruited into posts in September from local recruitment, at the time of appointment only 1 had their NMC registration , these are gradually coming through
- 16 HCSW commenced employment from local recruitment

The Trust is attending the ARU Essex wide student nurse recruitment day on November 5th, where student nurses from all over Essex will have the opportunity to apply for posts at Mid Essex.

5.1 Italy/Portugal recruitment

The Trust went to Italy in May and recruited 8trained nurses are commencing 22nd October.The recruitment trip to Portugal in July 2015 will have 26new recruits commencing on November 19th 2015.

Further interviews have taken place for European staff through October and 17 more nurses are expected to commence in December and January.

5.2 International recruitment

The Trust has invested in international nurse recruitment and the previous NMC route for international nurses wishing to join the UK was to have the ILETs (English language) test at a score of 7.5, to have a decision letter from the NMC which articulated how long and in some cases the specific aspects which were required to be covered as part of their Overseas Nurses programme. The nurses who have been recruited over the last 18 months are now gaining their NMC registration and it is anticipated that the following numbers will gain their registration as detailed below:

Month	Number anticipated to be receiving NMC Registration	Number who actually received NMC registration
August	5	6
September	21	4
October	5	3
November	2	
December	7	
January	3	

The Home Office has confirmed that Nursing is now included on the shortage occupation list and we are now applying for sponsorship through this route.

5.3 Monitor/TDA Nurse agency rules

The agency rules have been published and include a consultation on the agency price cap. The use of non framework agencies has been put in place from Monday 19th October. Trusts that use non framework agencies will have these monitored via the TDA/Monitor. It has been identified that the chemo day unit, ED, winter pressure ward and burns ITU are areas that we may have to use non framework agencies in. The variance requested by the Trust to the TDA to achieve the agency trajectory of 12% by the end March 2016 has been declined. A revised trajectory has been submitted.

Next Steps

The trust board is asked to;

- Note the monthly submission of nurse staffing data for September 2015
- Note the areas below 90% and the mitigations and steps taken to address staffing shortfalls

Authors

Lyn Hinton, Acting Chief Nurse
October 2015

APPENDIX 1 (September 2015 unify upload)

Only complete sites your organisation is accountable for																
Hospital Site Details				Main 2 Specialties on each ward		Day		Night		Day		Night				
Site code *The Site code is automatically populated when a Site name is selected	Hospital Site name	Ward name	Specialty 1	Specialty 2	Registered midwives/nurses		Care Staff		Registered midwives/nurses		Care Staff		Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
					Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours				
R08L0	Ereanfield Hospital - R08L0	Phoenix Ward E122	420 - PAEDIATRICS		2874	3018	1434	1418	1586	1668	300	811	105.0%	98.3%	105.2%	270.2%
R08L0	Ereanfield Hospital - R08L0	Heybridge Ward A303	100 - GENERAL SURGERY		2610	2346	1530	1514	1140	1103	570	630	83.9%	99.0%	96.8%	110.4%
R08L0	Ereanfield Hospital - R08L0	Rayne Ward A304	101 - UROLOGY	100 - GENERAL SURGERY	2321	2232	1350	1452	1140	1118	570	691	96.2%	107.5%	98.1%	121.2%
R08L0	Ereanfield Hospital - R08L0	Goldhanger Ward E222	120 - ENT	140 - ORAL SURGERY	1515	1301	1526	1392	684	676	456	456	85.8%	91.2%	98.8%	100.0%
R08L0	Ereanfield Hospital - R08L0	Notley Ward E223	110 - TRAUMA & ORTHOPAEDICS	300 - GENERAL MEDICINE	1905	1745	1455	1844	855	827	570	836	91.6%	126.8%	96.7%	146.6%
R08L0	Ereanfield Hospital - R08L0	Lister Ward C451	110 - TRAUMA & ORTHOPAEDICS		1260	1172	1065	1720	855	836	285	816	93.0%	161.5%	97.6%	286.3%
R08L0	Ereanfield Hospital - R08L0	John Ray Ward E323	110 - TRAUMA & ORTHOPAEDICS		1680	1623	1485	1238	855	839	570	481	96.6%	83.4%	98.1%	84.4%
R08L0	Ereanfield Hospital - R08L0	ESS Ward A205	300 - GENERAL MEDICINE		1905	2003	1680	1848	855	990	570	901	105.2%	110.0%	115.7%	158.0%
R08L0	Ereanfield Hospital - R08L0	EAU Ward A204	300 - GENERAL MEDICINE	100 - GENERAL SURGERY	2552	2138	2158	2082	2100	2155	1500	1778	83.8%	96.5%	102.6%	118.5%
R08L0	Ereanfield Hospital - R08L0	General Intensive Care Unit E226	132 - CRITICAL CARE MEDICINE		4022	3352	360	199	3150	2855	315	181	83.3%	55.3%	90.6%	57.3%
R08L0	Ereanfield Hospital - R08L0	MHDU Ward A211	132 - CRITICAL CARE MEDICINE		1560	1405	0	0	1260	670	0	0	90.1%	-	53.2%	-
R08L0	Ereanfield Hospital - R08L0	Danbury Ward A302	301 - GASTROENTEROLOGY	370 - MEDICAL ONCOLOGY	2085	1978	1680	1950	855	828	855	1204	94.8%	116.1%	96.8%	140.8%
R08L0	Ereanfield Hospital - R08L0	Torling Ward A305	300 - GENERAL MEDICINE	320 - CARDIOLOGY	2100	1897	1680	1650	855	838	570	854	90.3%	98.2%	98.0%	149.8%
R08L0	Ereanfield Hospital - R08L0	Baddow Ward C250	300 - GENERAL MEDICINE		1680	1574	1680	2014	855	836	570	798	93.7%	113.3%	97.8%	139.3%
R08L0	Ereanfield Hospital - R08L0	Braxted Ward C251	300 - GENERAL MEDICINE		1680	1489	1680	2140	855	848	570	1007	88.6%	127.4%	99.1%	176.7%
R08L0	Ereanfield Hospital - R08L0	Felsted (A207)	300 - GENERAL MEDICINE	340 - RESPIRATORY MEDICINE	1712	1565	1260	1368	855	819	570	768	91.4%	108.5%	95.7%	134.7%
R08L0	Ereanfield Hospital - R08L0	Stroke Unit E125	300 - GENERAL MEDICINE	430 - GERIATRIC MEDICINE	1665	1432	1245	1544	855	847	570	894	86.0%	124.0%	93.0%	156.8%
R08L0	Ereanfield Hospital - R08L0	Burns ITU E220	160 - PLASTIC SURGERY		3094	2910	600	469	2520	2506	315	317	94.0%	78.2%	99.4%	100.6%
R08L0	Ereanfield Hospital - R08L0	Burns Adult Ward E221	160 - PLASTIC SURGERY		1560	1347	600	582	630	630	630	587	86.3%	97.0%	100.0%	93.1%
R08LJ	St Peter's Hospital - R08LJ	Burns Children Ward E225	160 - PLASTIC SURGERY		810	769	615	675	630	630	0	0	94.9%	109.8%	100.0%	-
R08L0	Ereanfield Hospital - R08L0	Stock Ward E320	160 - PLASTIC SURGERY		2066	1903	1196	1127	1440	1435	315	347	92.1%	94.2%	99.7%	110.0%
R08L0	Ereanfield Hospital - R08L0	Billericay Ward E321	160 - PLASTIC SURGERY		1907	1586	1125	964	1103	977	630	651	83.2%	85.7%	88.6%	103.3%
R08L0	Ereanfield Hospital - R08L0	Birthing Unit A402	501 - OBSTETRICS		1125	858	375	0	660	614	330	0	76.2%	0.0%	93.0%	0.0%
R08L0	Ereanfield Hospital - R08L0	A4.4 Neonatal Unit (WF 405)	420 - PAEDIATRICS		1971	1709	345	276	1971	1620	345	345	86.7%	80.0%	82.2%	100.0%
R08L0	Ereanfield Hospital - R08L0	A4.3 Postnatal Ward (WF404)	501 - OBSTETRICS		1125	1107	750	689	990	1005	660	719	98.4%	91.8%	101.5%	108.3%
R08L0	Ereanfield Hospital - R08L0	Delivery Suite/Labour Ward A402	501 - OBSTETRICS		2766	2524	375	731	2310	2474	330	709	91.2%	134.8%	107.1%	214.7%
R08LJ	St Peter's Hospital - R08LJ	St Peters Maternity	501 - OBSTETRICS		1382	1577	630	544	330	354	300	334	114.1%	86.3%	107.3%	111.3%
R08LK	William Julian Courtauld Hospital - R08LK	WJC Maternity	501 - OBSTETRICS		1382	1363	521	585	330	361	300	324	98.6%	112.4%	109.2%	108.0%
R08L0	Ereanfield Hospital - R08L0	Mayflower (BADB)	160 - PLASTIC SURGERY		1125	940	750	724	945	901	630	609	83.6%	96.5%	95.3%	96.7%
R08L0	Ereanfield Hospital - R08L0	Gosfield (EACD)	502 - GYNAECOLOGY		1543	1525	771	549	733	808	285	276	98.8%	71.2%	110.2%	96.7%
R08L0	Ereanfield Hospital - R08L0	SEW (GBBK)	100 - GENERAL SURGERY		1800	1574	1350	1021	855	855	570	551	87.4%	75.6%	100.0%	96.7%