

Meeting Title	Mid and South Essex Acute Trusts Board Meetings in Common (public session)		
Meeting Date	12 th June 2019	Agenda No	15
Report Title	Safer Nurse Staffing		
Lead Executive Director	Diane Sarkar – Chief Nursing Officer		
Report Author	Diane Sarkar – Chief Nursing Officer		
Action Required	Decision <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Monitoring <input type="checkbox"/> (<i>please tick</i>)		
Background / Context	<p>The National Quality Board (NQB) requires acute hospitals to undertake a monthly review of Nursing & Midwifery staffing levels and to assure the Trust Board that all In Patient areas are safely staffed and appropriate action is taken to ensure high quality patient care is consistently delivered.</p> <p>This paper provides an over- arching summary of the current fill rates and staffing vacancies related to all three hospitals.</p> <p>Detailed papers of individual site nurse staffing levels have been presented and reviewed in detail at each Site Governance Forum.</p>		
Key Issue 1	<p>Recruitment and retention of the nursing workforce remains an area of challenge and focus. Actions are taken daily to ensure high quality patient care is consistently delivered.</p> <p>More focussed work now reports into the newly created Workforce Board Sub-Committee.</p> <p>Exceptions</p> <ul style="list-style-type: none"> • Vacancy rates: the range was from 12.5 % in Feb (BTUH) to 37.7% in April (MEHT) over the three month period. • Wards with highest vacancy rate over the three month period include the following: MEHT: Writtle 77.9% (April) SUHFT: Eleanor Hobbs 38.7% (Feb), now 34% BTUH: Linford 50.4% (Feb), now 46% • Wards with the lowest fill rates over the three month period include the following: MEHT: Birthing Unit 75.4% (April) and Burns Plastics 75.4% (April) SUHFT: Estuary 75.6% (March) now 83.1% BTUH: Florence Nightingale 66% <p>There is generally an improving picture as active recruitment and retention activities take place. There is little apparent correlation between low fill rates and reported incidents. These have all been explored at local Site Governance Forums.</p>		
Timescale for Benefits to be Realised	Monthly		

Assessment of Implications	
Financial	Does this proposal have <u>revenue</u> (recurrent or non-recurrent) implications for the Trusts? potential
Risk	Deterioration in quality of patient care Increased regulation non compliance
Freedom of Information	<i>No exemptions apply (i.e., information is in the public domain)</i> <i>OR The following exemption(s) apply to this paper :</i>
Recommendation	The Boards of BTUH, MEHT and SUHT are invited to: <ul style="list-style-type: none"> • Note the over-arching summary report in conjunction with already reported detailed local reports • Consideration that a summary report of exceptions for staffing are reported to the Workforce Committee and exceptions are included in that report to the Board in the future.