

Board of Directors

Subject: Nurse Staffing Report
Date: Thursday 26th February 2015
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This report provides an overview of the nursing and midwifery staffing position for January 2015.

During January a total of six inpatient areas reported a fill rate of less than 90%.

Additional Health Care Assistant shifts across day and night duty periods have remained elevated to meet the continued demand for enhanced observations across the organisation which has predominately been with the Emergency Care & Medical Division.

During January additional bed capacity was opened across a number of areas on a temporary basis in order to address an increase in non-elective activity / admissions to the trust. In addition to this nursing resources were increased across a number of key areas most notably ED and EAU to effectively manage patient flow and patient safety within respective departments.

During January a total of 128 clinical incidents relating to falls, pressure ulcers and medication errors were recorded across all clinical ward environments. Of those recorded 24 were logged against wards that had fallen below the 90% fill rate threshold. The remaining 104 incidents reported were from wards that had achieved or exceeded the required staffing thresholds.

The inpatient wards, in particular medicine are particularly reliant on the use of bank and agency nurses to bridge gaps. This risk is managed consistently by the ward sisters and matrons to ensure staffing risks are mitigated. On-going recruitment to posts is continuing at pace

Recommendation

The Board are asked to:

- Note the outcomes of the UNIFY submission
- Understand mechanisms are in place to manage the current risk in relation to nurse staffing