

## Board of Directors Meeting in Public - Cover Sheet

<b>Subject:</b>	Safe Staffing in nursing, midwifery and Allied Health Profession		<b>Date: 28 May 2019</b>	
<b>Prepared By:</b>	Yvonne Simpson, Associate Chief Nurse			
<b>Approved By:</b>	Suzanne Banks, Chief Nurse			
<b>Presented By:</b>	Suzanne Banks, Chief Nurse			
<b>Purpose</b>				
This paper will provide the Board of Directors with the assurance on the nursing, midwifery and Allied Health Professionals safe staffing over 2018/19.			<b>Approval</b>	
			<b>Assurance</b>	<b>X</b>
			<b>Update</b>	
			<b>Consider</b>	
<b>Strategic Objectives</b>				
<b>To provide outstanding care</b>	<b>To promote and support health and wellbeing</b>	<b>To maximise the potential of our workforce</b>	<b>To continuously learn and improve</b>	<b>To achieve better value</b>
<b>X</b>		<b>X</b>	<b>X</b>	<b>X</b>
Indicate which strategic objective(s) the report support				
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
Indicate the overall level of assurance provided by the report -		<b>UNIFY data; Workforce KPIs Band 5 trajectory Temporary Staffing data Maternity safe staffing</b>		
<b>Risks/Issues</b>				
Indicate the risks or issues created or mitigated through the report				
<b>Financial</b>	X			
<b>Patient Impact</b>	X			
<b>Staff Impact</b>	X			
<b>Services</b>	X			
<b>Reputational</b>	X			
<b>Committees/groups where this item has been presented before</b>				
None				
<b>Executive Summary</b>				
<p>This paper provides the Board of Directors with the bi-annual report on safe staffing for nursing, midwifery and Allied Health Professionals over 2018/19. The paper includes divisional and service updates on recruitment and retention, and celebratory updates within the divisions.</p> <p>Maternity Services have provided the bi-annual update on safe staffing within our Sherwood Birthing Unit, and included within the Reading Room is a review of all the Maternity Services closures from April 2018 to March 2019.</p> <p>This paper has reviewed the gap analysis on all national guidance within safe staffing and provided an update. The gap analysis on two national documents regarding the Nursing Associates has two outstanding actions, the development of a Standard Operating Procedure for the deployment of Nursing Associates, which will be presented to the Nursing, Midwifery &amp; AHP Board in June 2019, and a patient satisfaction survey on the implementation of Nursing Associates which will be undertaken during late 2019. Appendix 4 demonstrates the Chief Nurse has reviewed and is satisfied that nursing and midwifery staffing is safe, and has signed the declaration.</p>				

This paper has provided the details on the two safe staffing breaches of the Safe Staffing Standard Operating Procedure in April 2019, which have been discussed at the Nursing, Midwifery & AHP Board in May 2019.

This paper has provided a review of the off framework nursing agencies that have been utilised between April 2018 and March 2019, with narrative to give rationale to the utilisation over this period.

This paper has provided an update on the International Registered Nurse recruitment programme and the progress with the Objective Structured Clinical Examination (OSCEs) which is currently underway.

The UNIFY data continues to remain stable with 21 of the 28 wards and departments reporting GREEN (90 – 110% filled), there has been no harms reported against safe staffing.