

Safer staffing project

Board are updated regularly in relation to progress against the obligations in response to the National Quality Board, '*Hard Truths*' and the demonstration

As the Board are aware significant work is being undertaken at all sites to ensure safe staffing levels. This includes completion of the NHS England safer staffing return, acuity audit and review of some specialist roles.

of compliance with a number of recommendations to provide assurance about safe staffing; ensuring that the right staff are in the right place at the right time. In order to demonstrate compliance with some of the domains an audit has been undertaken to assess the effective use of the daily staffing meetings (Clinical Effectiveness reference number 2757) A detailed report will go to Board in July.

This is the second submission to NHS choices of data of actual against planned staffing for day and night duty in hours by ward.

The Chief Nurse team is also working with representatives from the HR Recruitment team to address vacancies and to forward plan for staff to work in winter escalation areas.

NHS Choices Nurse Staffing return:

The June report detailed high level exceptions and details action taken to address short falls and mitigate risk on a daily basis.

Given the return of the first dataset was required at short notice a number of changes were made to the data collection and validation of the figure in response to the lessons learned. This has also included numbers based upon average bed occupancy rates, as a result of this we feel that the figures are more accurate than the previous submission. As a result the June return shows an overall staffing rate of 92.5%.

	Day		Night	
Site Name	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
St Monicas Hospital	86.5%	83.1%	96.8%	96.8%
Selby and District War Memorial Hospital	85.4%	95.6%	109.5%	98.7%
York Hospital	93.9%	97.0%	101.4%	116.1%
Scarborough General Hospital	93.7%	98.2%	103.7%	110.8%
Whitby Community Hospital	97.8%	93.1%	106.1%	96.8%
Malton Community Hospital	110.7%	111.0%	113.7%	147.8%
Bridlington and District Hospital	99.8%	99.2%	102.6%	146.7%
White Cross Rehabilitation Hospital	108.5%	103.8%	91.8%	130.7%
St Helens Rehabilitation Hospital	96.1%	110.4%	117.7%	117.5%

*Detailed at appendix 2

Exceptions:

York Site

Paediatrics (care staff 54.3%) – as previously reported this area have a small number of untrained staff.

York ICU (care staff 36.9%) – as previously reported ICU have a small number of untrained staff (2) who do not provide direct care to patients there is work ongoing to look at the untrained budgeted establishment in order to determine best value for money.

1:1 and specialling:

A number of areas show an over 100% fill rate. This is due to the 'specialling' of patients who require a higher level of observations. These areas are:

Ward 37

Ward 39

Scarborough

ITU (55.4% Care staff) – as with the York site these staff are not involved in direct care represent very low numbers. All level 3 (ICU) patients have 1:1 RN to patient ratio.

White Cross Court

This area was over established due to a programme of acceleration improvement work which commenced in May. The area is a step down only slow stream rehab ward.

Malton Community Hospital

The fill rates (110% RN, 111% Care Staff) are representative of the recent developments closing one ward and increasing bed numbers on another which afforded an increase in nursing numbers.

Work continues to refine and develop validation and collection methods with a view to reducing the burden at ward level and also to be assured of data accuracy. As this month, returns will be validated by the Chief Nurse before submission.