

EXECUTIVE REPORT

QUARTERLY REPORT ON NURSING AND MIDWIFERY STAFFING LEVELS

Quarter 2 – July to September 2017

1. Summary of Report

We aim to provide safe, high quality care to our patients; our staffing levels are continually assessed to ensure we meet this aim. Following the investigation into Mid Staffordshire NHS Trust, the resultant Francis report NHS England (NHSE) and NHS Improvements (NHSI) requested that all Trust Boards receive reports on the levels of planned and actual nursing registered and unregistered staff. This is broken down between day and night shifts and includes the planned versus actual staffing levels.

This report provides the Trust Board with information regarding staffing levels for **1st July to 30th September 2017**.

Key Points:

- The Trust has maintained an overall staffing fill rate of above 90%. However we remain challenged in filling qualified shifts particularly during the day. Associate Practitioners and Pre-Registration nurses have played a valuable role in maintaining quality care in the absence of Registered staff
- A significant number of new starters are to commence in post during September. These are mostly newly qualified staff and from our international recruitment campaigns.

The following report details the breakdown of average shift fill rates for the Trust, staffing management, vacancies and recruitment activity.

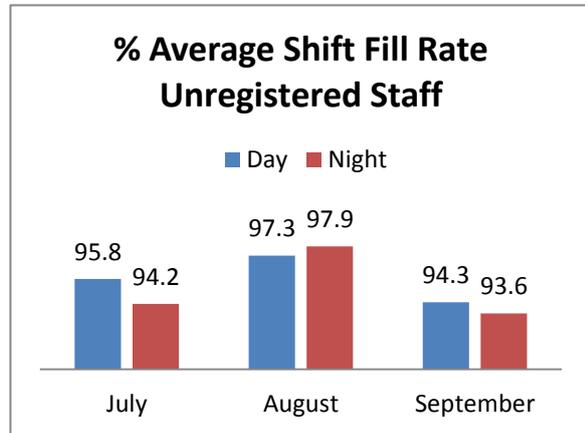
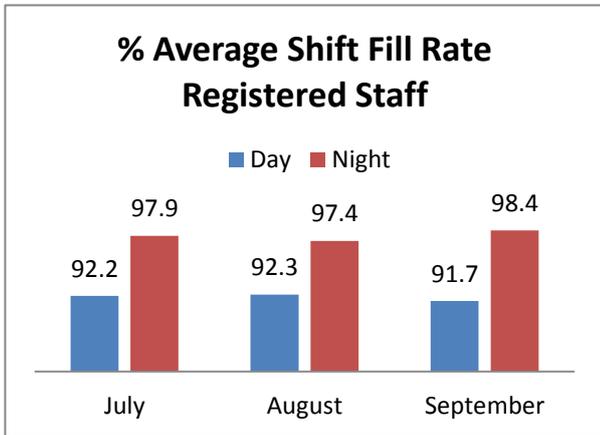
2. Breakdown of average shift fill rates for the Trust

Consistent with performance in previous quarters, shift fill rates for clinical areas across the Trust demonstrate that safe staffing levels for registered and unregistered nurses and midwives have been maintained. Given this information areas continue to struggle to fill shifts particularly on the day for registered staff which is further compounded when there is a need to identify additional staff for contingency areas. Staff are moved from base wards to these areas to ensure the safety of our patients.

Table 1 AVERAGE SHIFT FILL RATES FOR THE TRUST

Month	Day %		Night %		Overall average
	Registered	Unregistered	Registered	Unregistered	
July	92.2	95.8	97.9	94.2	95.0

August	92.3	97.3	97.4	97.9	96.2
September	91.7	94.3	98.4	93.6	94.5



3. Staffing Management

Actions are taken in accordance with the Trust Safe Staffing policy (2016). This dictates the escalation process when shortfalls occur. It also outlines the risk assessments and communication required.

The Trust has in place a number of mechanisms led by the Acting Director of Nursing and Midwifery to ensure the delivery of patient care is safe. Staffing is used flexibly across the wards and clinical areas dependent of acuity of patients and staff skill mix. Multi-professional operational meetings occur throughout the day where patient requirements are reviewed and planned for.

4. Vacancies and Recruitment Activity

Recruiting to existing vacancies remains a challenge; this is consistent with the national picture. Multiple initiatives are in place to retain staff including face to face leaver interviews and offers of rotation to other areas in the hospital.

We maintain our focus on recruitment and retention activities across band 2 to 6 in particular. A strategic response to the challenges of retention of staff has been developed.

During this reporting period 39 international nurses have commenced in post, only two of these hold an NMC registration. The remaining nurses work with us as a 'Pre-Registration Nurse' and are required to completed their IELTS or Objective Structure Clinical Examinations (OSCE) prior to obtaining their registration with the Nursing and Midwifery Council (NMC). Additional support is in place to support them and enable their transition to a RN post

We continue to explore new roles in order to address the national shortage of registered staff Many wards have employed Assistant Practitioners (APs), although not a Registered Nurse,

the AP role is aimed at providing a higher level of support for our Registered Nurses to ensure the continuity and quality of patient care.

The Nursing Associate (NA) pilot is underway with 11 new trainees currently employed within the Trust. The development of the apprentice nurse pathway in the coming months will also offer an opportunity to bolster up the workforce whilst new recruits train towards registration over a four year period.

We hope to implement Dementia Support workers in the near future. These staff will support the delivery of quality care for Dementia patients on wards where they frequently are admitted and will play a key role in supporting our patients who required enhanced observation (specialling). During Quarter 2 we have seen an increasing requirement for enhanced observation in order to care for our patient's safely.

The Trust continues to attend local schools and Academies to promote the diversity that the NHS can offer in careers. We represent the Trust as part of the Luton Enterprise Advisory Network which allows us to help guide the school's curriculum in order to develop young people who are ready to enter the workforce.

Multiple events are planned for the next quarter including attending the University open days, and holding local recruitment days for Nurses and Midwives due to qualify in the New Year.

We are proud to say that we have a 60% first test pass rate for international nurses completing their OSCEs. This is followed by a 90% pass rate on second sitting. Multiple teaching initiatives have been put in place by the Education team to support the increasing numbers of nurses requiring OSCE training.

The use of social media as a recruitment and marketing tool is recognised. The Trust has a nursing and recruitment presence on these with support from the Communications Team. Significant work has been completed recently to provide a united approach to the use of social media. We hope this will increase the public's contact with our site and give updates on Trust activities.

5. Action required

- Board is asked to note the content of the report