






## Quality & Safety Committee – 22 May 2020

<b>Agenda item:</b>	3.4								
<b>Presented by:</b>	Sharon McNally – Director of Nursing & Midwifery								
<b>Prepared by:</b>	Sarah Webb – Deputy Director of Nursing and Midwifery								
<b>Date prepared:</b>	May 2020								
<b>Subject / title:</b>	Abridged Report on Nursing and Midwifery and Care Staff Levels (Hard Truths) and an Update to Nursing and Midwifery Workforce Position								
<b>Purpose:</b>	Approval		Decision		Information	x	Assurance		x
<b>Key issues:</b>	<p>This paper sets out an abridged version of the regular nursing and midwifery retrospective staffing report for the month of April 2020 and provides an update to the workforce position (part B).</p> <p>The fill rate for overall RN/RM in month has increased to 99.7% which is an increase of 9.5%. Fill rates have been affected by the continued reconfiguration of the Trusts bed base in relation to Covid.</p> <p>The overall nursing vacancy position remained stable in April at 8% and the Band 5 rate to 4.3% as due to Covid 19 any significant recruitment activity is on hold and staff are choosing not to leave or transfer employment at this time. Revised recruitment and retention trajectory is being developed based on the changed landscape of international travel.</p>								
<b>Recommendation:</b>	The committee is asked to note the information within this report								
<b>Trust strategic objectives:</b> please indicate which of the five Ps is relevant to the subject of the report									
	Patients	People	Performance	Places	Pounds				
	x	x	x		x				
<b>Previously considered by:</b>									
<b>Risk / links with the BAF:</b>	BAF: 2.1 Workforce capacity All Health Groups have both recruitment and retention on their risk registers								
<b>Legislation, regulatory, equality, diversity and dignity implications:</b>	NHS England and CQC letter to NHSFT CEOs (31.3.14): Hard Truths Commitment regarding publishing of staffing data. NHS Improvement letter: 22.4.16 NHS Improvement letter re CHPPD: 29/6/18								
<b>Appendices:</b>	Appendix 1: Ward level fill rates Appendix 2: Registered fill rates by month. RAG rated Appendix 3: Ward staffing exception reports								

## 1.0 PURPOSE

To update and inform the Committee on actions taken to provide safe, sustainable and productive staffing levels for nursing, midwifery and care staff in April 2020. To provide an update on plans to reduce the nursing vacancy rate over 2019/20.

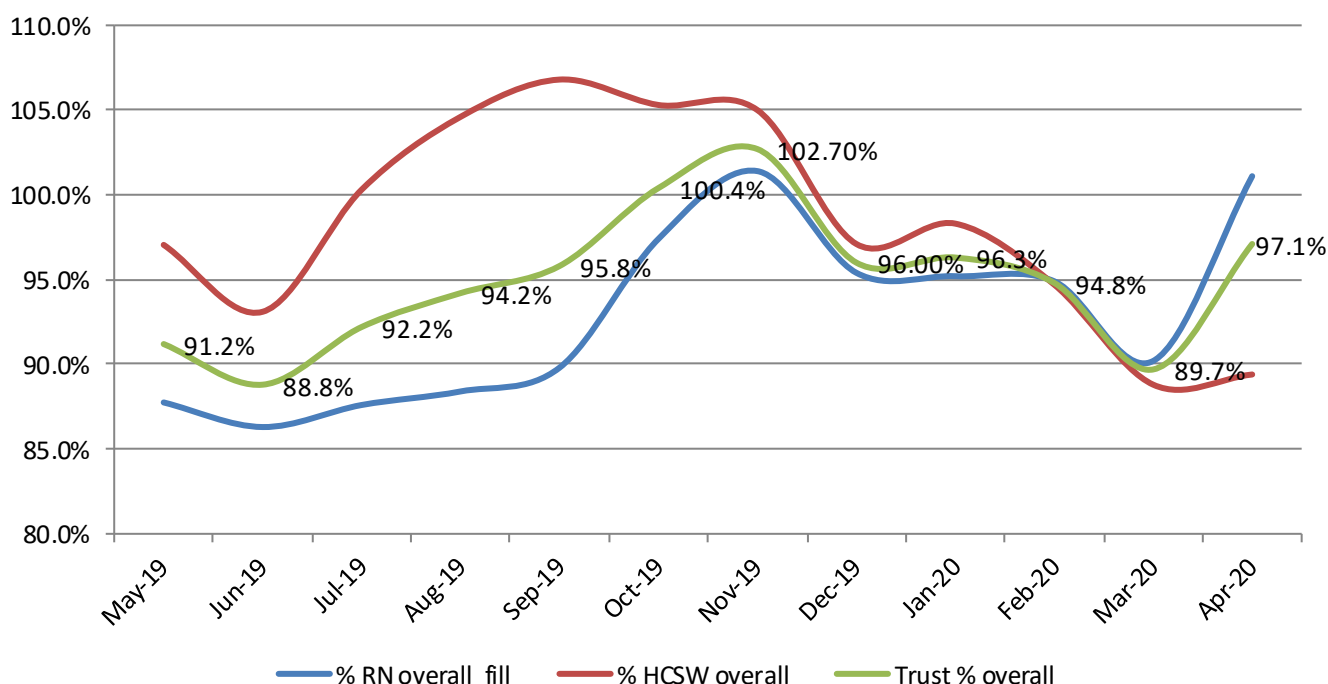
## 2.0 BACKGROUND

The report is collated in line with The National Quality Board recommendations (June, 2016).

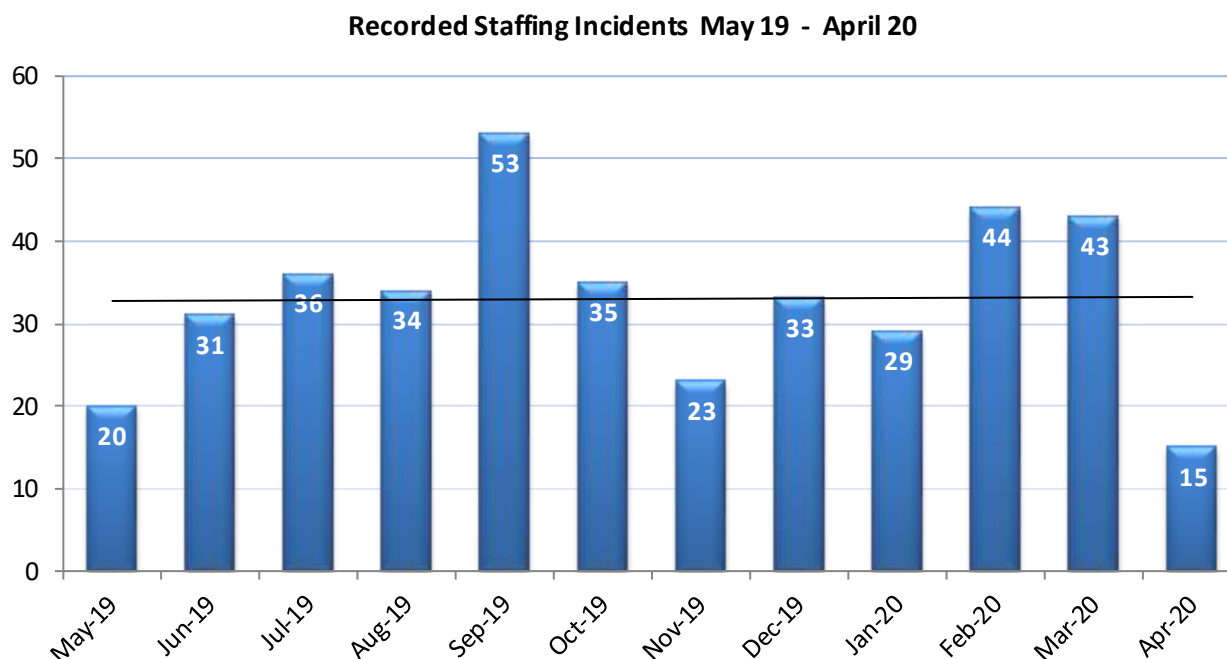
## 3.0 ANALYSIS

- 3.1 This report provides an analysis based on the actual coverage in hours against the agreed static demand templates for the calendar month of April 2020.
- 3.2 The summary position for the Trust Safer Staffing Fill rates for April 2020. The fill rate for overall RN/RM in month has increased to 101.1% which is an increase of 10.9% against March.
- 3.3 Fill rates were supported in month by redeployment of nurses from closed inpatient wards and outpatients, redeployment of nurses from non-clinical roles to wards and additional staff such as nurses working at The Rivers hospital and 3<sup>rd</sup> year students working as HCSW on extended placements. Due to the high volume of individual staff and ward and bed moves and additional staff not all of whom have been captured on Health roster but have been recorded locally manually an accurate breakdown by ward area has not been possible.

Trust average	Days RM/RN	Days Care staff	Nights RM/RN	Nights care staff	Overall RM/RN	Overall care staff	Overall ALL staff
In Patient Ward average April 20	107.4%	101.1%	93.6%	75.5%	101.1%	89.4%	97.1%
ED average April 20	91.4%	81.5%	89.1%	68.6%	90.3%	7.6%	85.0%



3.3 Datix reports: The trend in reports completed in relation to nursing and midwifery staffing is included below and shows a large decrease in April. The impact of significantly improved fill rates across the wards is likely to be the main factor in the reduction in staffing Datix reports, this needs to be monitored going forward. All incidents continue to be reviewed by the safety and quality review process.



#### 3.4 Bank and Agency fill rates:

The use of NHSP continues to support the clinical areas to maximise safer staffing. The Trust has worked with NHSP to increase the availability of resource, and are working in partnership to improve this further. The table below shows that there was a large decrease in registered demand (↓1517 shifts) in April compared to March, While NHSP filled 777 less bank shifts and 231 less agency shifts the overall fill rate remained static at 68.8%. Work continues to reduce the temporary staffing spend.

The HCSW demand shows a corresponding reduction in demand (↓ 830 shifts) and a reduction in overall fill rate reduced by 4.9% against March.

**RN temporary staffing demand and fill rates: (April 2020 data supplied by NHSP 6.5.2020)**

Last YTD Month & Year	Shifts Requested	NHSP Filled Shifts	% NHSP Shift	Agency Filled Shifts	% Agency Filled Shifts	Overall Fill Rate	Unfilled Shifts	% Unfilled Shifts
December 19	3891	1703	42.3%	1020	27.9%	70.2%	1168	29.8%
January 20	4324	1903	44.0%	993	23.0%	67.0%	1428	33.0%
February 20	4332	2276	52.5%	939	21.7%	74.2%	1,117	25.8%
March 20	5001	2461	49.32%	945	18.9%	68.1%	1,595	31.9%
April 20	3484	1684	48.3%	714	20.5%	68.8%	1086	31.2%
April 19	3949	1666	42.2%	1354	34.3%	76.5%	929	23.5%

**HCA temporary staffing demand and fill rates: (April 2020 data supplied by NHSP 6.5.2020)**

Last YTD Month & Year	Shifts Requested	NHSP Filled Shifts	% NHSP Shift	Agency Filled Shifts	% Agency Filled Shifts	Overall Fill Rate	Unfilled Shifts	% Unfilled Shifts
December 19	2689	1805	68.5%	0	0%	68.5%	884	31.5%
January 20	2732	1855	67.9%	0	0%	67.9%	877	32.1%
February 20	2773	1910	68.9%	0	0%	68.9%	863	31.1%
March 20	3182	2037	64.0 %	0	0 %	64.0 %	1,145	36.0 %
April 20	2352	1391	59.1%	0	0%	59.1%	961	40.9%
April 19	2156	1723	79.9%	0	0%	79.9%	433	20.1%

## B: Workforce:

### Nursing Recruitment Pipeline

The overall nursing vacancy rate in April remained static at 8.4%. International nurse recruitment remains on hold due to Covid 19 travel restrictions but those overseas nurses who joined the Trust in March have been invited to join the temporary NMC nursing register,

Although apprenticeship programmes have been put on hold by University and Colleges we welcomed 6 Degree Nurse Apprenticeships in April. These Apprentice nurses will commence work for the first 6 months of their 4 year training programme as health care support workers and have been deployed to wards across the Trust.

The extended programme for final year nurses and midwives has enabled student nurses and midwives to join the Trust and work in the capacity of students working to the level of HCSW. There are 8 student midwives who have joined the Trust who are due to complete their training in September. It is hoped that these students will take up full time posts at the Trust which will have a significant impact on the maternity vacancy rates.

A revised recruitment and retention programme is being developed for 2020/21 to take into account the impact of Covid 19 restrictions.

## 4.0 RECOMMENDATION

The Board is asked to receive the information describing the position regarding nursing and midwifery recruitment, retention and vacancies and note the plan to review and make further recommendations to improve the trajectory.

**Author:** Sarah Webb, Deputy Director of Nursing and Midwifery

**Date:** 14<sup>th</sup> May 2020