






Quality & Safety Committee – 26 June 2020

Agenda item:	4.3							
Presented by:	Sharon McNally – Director of Nursing & Midwifery							
Prepared by:	Sarah Webb – Deputy Director of Nursing and Midwifery							
Date prepared:	June 2020							
Subject / title:	Abridged Report on Nursing and Midwifery and Care Staff Levels (Hard Truths) and an Update to Nursing and Midwifery Workforce Position							
Purpose:	Approval		Decision		Information	x	Assurance	x
Key issues:	<p>Staffing risk rating in month: Green</p> <p>This paper sets out an abridged version of the regular nursing and midwifery retrospective staffing report for the month of May 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 107.4%. Fill rates have been affected by the continued reconfiguration of the Trusts bed base in relation to Covid. Temporary staff usage has decreased in line with the reduced bed base and agency fill has been limited to hard to fill areas where there is a requirement for a specialist skill such as midwifery or RMN special.</p> <p>The overall nursing vacancy position remains unchanged 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. The international pipeline remains healthy with 84 nurses of which 13 are ready to commence when travel restrictions are lifted. Revised recruitment and retention trajectory is being developed based on the changed landscape of international travel.</p>							
Recommendation:	The committee is asked to note the information within this report							
Trust strategic objectives: please indicate which of the five Ps is relevant to the subject of the report	 Patients x	 People x	 Performance x	 Places	 Pounds x			
Previously considered by:								
Risk / links with the BAF:	BAF: 2.1 Workforce capacity All Health Groups have both recruitment and retention on their risk registers							
Legislation, regulatory, equality, diversity and dignity implications:	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							
Appendices:								

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 May 2020. To provide an update on plans to reduce the nursing vacancy rate over 2019/20.

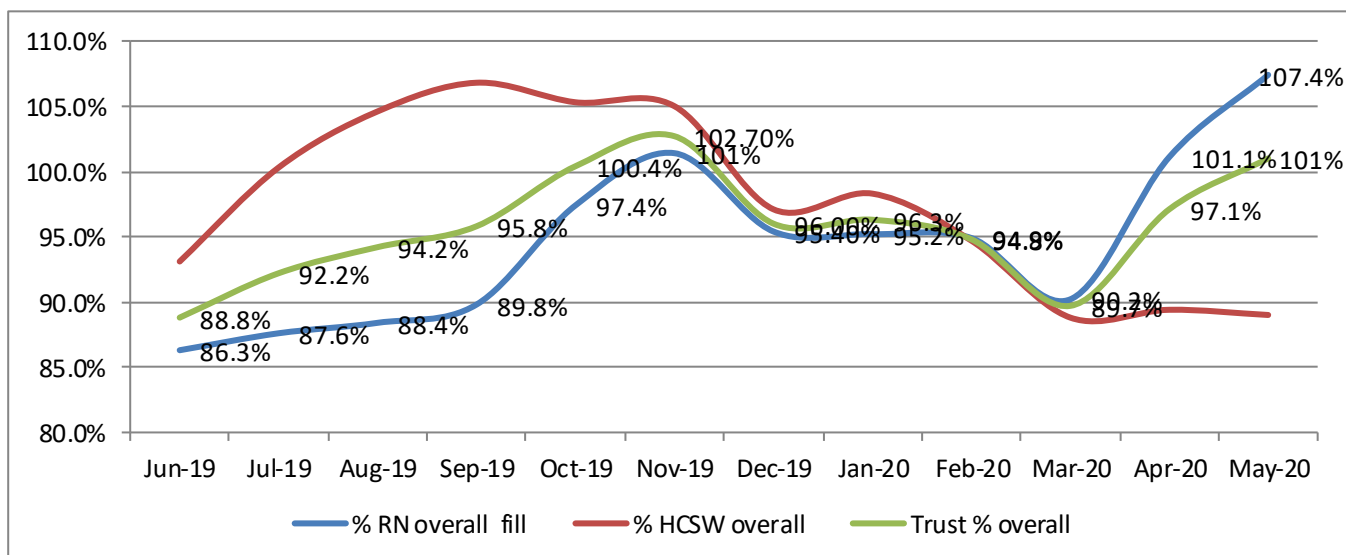
2.0 BACKGROUND

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

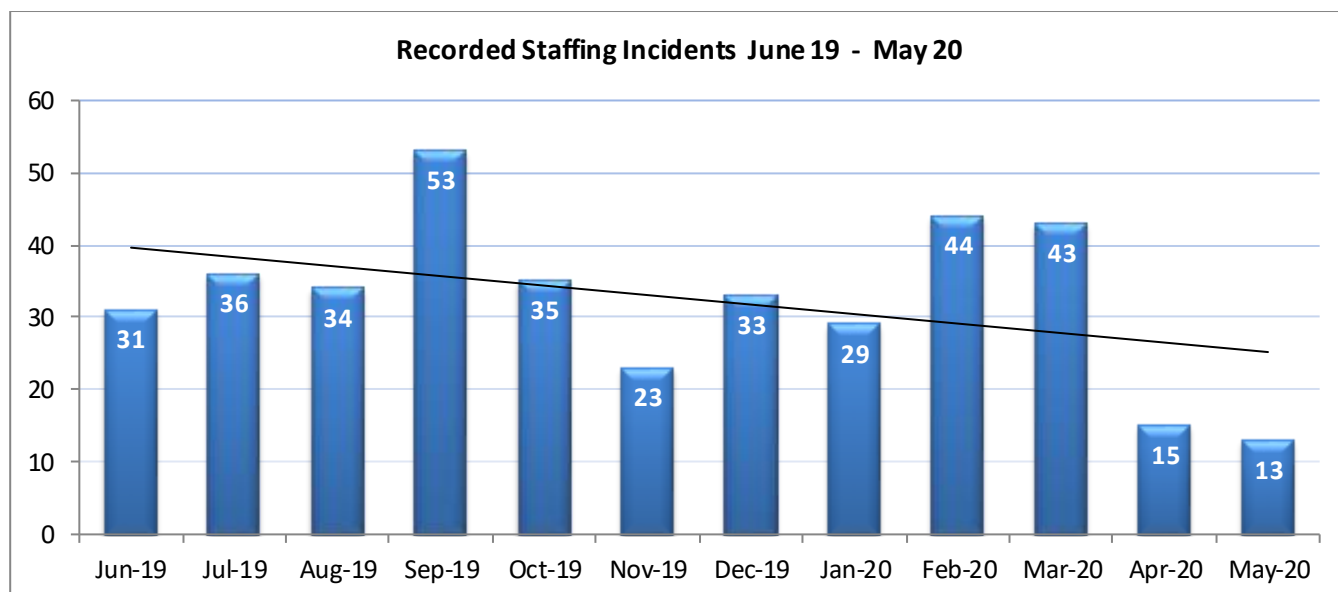
3.0 ANALYSIS

- 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 May 2020.
- 3.2 The summary position for the Trust Safer Staffing Fill rates for May 2020. The fill rate for overall RN/RM in month has increased to 107.4%, which is an increase of 6.3% against April 2020.
- 3.3 Fill rates continued to be 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 3rd 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 May 20	118.8%	94.8%	94.3%	81.9%	107.4%	89.0%	101%
In Patient Ward average April 20	107.4%	101.1%	93.6%	75.5%	101.1%	89.4%	97.1%
Variance April – May 2020	↑11.4%	↓6.2%	↑0.7%	↑6.4%	↑6.3%	↓0.4%	↑3.9%
ED average May 20	89%	81%	106%	86%	96.9%	83.5%	91.9%
ED average April 20	91.4%	81.5%	89.1%	68.6%	90.3%	76%	85.0%
Variance April – May 2020	↓2.4%	↓0.5%	↑16.9%	↑17.4%	↑6.6%	↑7.5%	↑6.9%



3.3 Datix reports: The trend in reports completed in relation to nursing and midwifery staffing is included below and shows a continued decrease in May. 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 where this is required. The Trust has worked with NHSP to increase the availability of resource, and are working in partnership to improve this further for specialist areas such as Maternity and ED. The table below shows that there was a large decrease in registered demand (↓ 1627 shifts) in May compared to April, While NHSP filled 283 less bank shifts and 377 less agency shifts the overall fill rate remained improved by 24.8% to 93.6%.

The HCSW demand shows a corresponding reduction in demand (↓ 1038 shifts) with an increase in filtrate.

RN temporary staffing demand and fill rates: (May 2020 data supplied by NHSP 3.6.2020)

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%
May 20	1857	1401	75.4%	337	18.1%	93.6%	119	6.4%
May 19	3848	1781	46.3%	1168	30.4%	76.6%	899	23.4%

HCA temporary staffing demand and fill rates: (May 2020 data supplied by NHSP 3.6.2020)

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%
May 20	1314	1095	83.3%	0	0%	83.3%	219	16.7%
May 19	2244	1856	82.7%	0	0%	82.7%	388	17.3%

B: Workforce:

Nursing Recruitment Pipeline

The overall nursing vacancy rate in May 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. We have 84 nurses in our international pipeline of which 13 have their visas secured and are waiting for travel restrictions to be lifted and a further 8 whose visas are in progress. The recruitment and retention nurse is working with the facilities team to explore options to support nurses who arrive and need to quarantine for 14 days on site.

A revised recruitment and retention programme is being developed for 2020/21 to take into account the impact of Covid 19 restrictions and there is a targeted domestic recruitment campaign for HCSW where there is a vacancy across inpatient wards of 70WTE as well as for experienced RN's for ED and RM's for Maternity as both areas have higher than average vacancy rates.

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.

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Date: 23rd June 2020