

NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST**BOARD OF DIRECTORS MEETING**

Meeting Date: 29 April 2015

Title and Author of Paper: Safer Staffing – March Exception Report
Gary O’Hare, Executive Director of Nursing and Operations

Paper for Debate, Decision or Information: Information

Key Points to Note:

In March 2014 NHS England and the Care Quality Commission jointly published guidance on the delivery of the Hard Truths commitments associated with publishing staffing data regarding nursing, midwifery and care staff. The commitments are to publish staffing data from April 2014.

As agreed at the June 2014 Board of Directors, monthly exception reports would be received explaining the reasons for staffing being 10% under planned and 20% over planned.

A review of all wards has taken place using the last years data and from April 2015 a number of wards planned staffing will change

March exceptions:

- 6 wards were within the agreed ranges.
- 6 wards had qualified staff under 90% and 3 under 80%. Reasons for understaffing are due to vacancies and the inability to find qualified bank cover. This has resulted in supplementing staffing with unqualified staff.
- 3 wards had unqualified staff under 90% and 1 under 80%. In most cases additional qualified staff were used to cover the gaps,
- 37 wards had staffing above 130% and 6 above 120% but below 130% which was due to increased clinical activity, ranging from 120.45% to 429.94%. 13 of these wards had staffing over 200%.
- Wards in Walkergate park and Alwood assist each other with staffing short falls

Outcome required:

Board of Directors to receive for information.