

NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST

BOARD OF DIRECTORS MEETING

Meeting Date: 25 March 2015

Title and Author of Paper: Safer Staffing – February 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 is currently been undertaken using the previous 8 months data to inform any proposed changes

February exceptions:

- 5 wards were within the agreed ranges.
- 6 wards had qualified staff under 90% and 5 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 2 under 80%. In most cases additional qualified staff were used to cover the gaps,
- 1 ward had staffing below the agreed range for both qualified and unqualified this was one of the Walkergate park wards which had been supported by the other wards
- 38 wards had staffing above 130% and 2 above 120% but below 130% which was due to increased clinical activity, ranging from 122.13% to 374.48%. 9 of these wards had staffing over 200%.

From June 2015 NHS England will publish data on the following five key metrics on NHS Choices:

- Staff Sickness rates – taken from the ESR (published by HSCIC).
- Proportion of mandatory training completed – taken from the National Staff Survey measure.
- Completion of a Performance Development Review in the last 12 months – taken from the National Staff Survey Measure.
- Staff views on staffing – taken from the National Staff Survey Measure.
- Patient views on staffing – taken from the National Staff Survey Measure.

Outcome required:

Board of Directors to receive for information.