

## Board of Directors

**Subject:** Nurse Staffing Report  
**Date:** Thursday 30<sup>th</sup> April 2015  
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This report provides an overview of the nursing and midwifery staffing position for March 2015.

The overall nurse staffing fill rate for March 2015 was recorded as 103.1%; this figure is inclusive of both Registered Nurses / Midwives (RN/M) and Health Care Assistants (HCA) covering both day and night shifts. Of the 31 wards surveyed a total of 4 wards recorded a Registered Nurse fill rate of less than 90%

Analysis of our planned and actual nurse staffing levels demonstrates that the majority of wards fulfil the required standards. Where it is identified that a clinical area has fallen below the required standard an exception report is generated by respective Divisional Matrons in order to gain a greater understanding of the reasons why this has occurred and to seek assurance that robust plans are in place to mitigate against further occurrences.

The establishment of a robust and formalised nurse staffing reporting mechanism in conjunction with and triangulation of the Ward Assurance Framework collectively provide a comprehensive overview of each ward. This rich data source enables the Divisional Matron (DM) and Matron, along with the Ward Sister / Charge Nurse to focus attention and resources on clinical areas that may require additional support or escalation.

The reliance on temporary staffing solutions is still occurring and continues to be an operational challenge particularly across the Emergency Care and Medicine wards. This risk is managed consistently by the Ward Sisters and Matrons to ensure staffing risks are mitigated. On-going recruitment to posts is continuing at

A number of wards are currently in the process of transitioning to the revised nursing establishments as agreed within the first milestone of the investment programme. This has resulted in a number of Registered Nurse under fills and Health Care Assistant overfills being reported during this transition period.

### **Recommendation**

The Board are asked to:

- Note the outcomes of the UNIFY submission
- Understand mechanisms are in place to manage the current risk in relation to nurse staffing