

TRUST BOARD REPORT

Item 102

24 June 2015

Purpose Monitoring

Title Update on Publishing of Nurse Staffing data on NHS Choices (May 2015 Planed & Actual)

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Summary: The paper details the Boards commitment to the publishing of staffing data regarding nursing, midwifery and care staff. It provides details of the staffing fill rates (actual versus planned) in hours published on the NHS Choices Website each month.

Report linkages

Related strategic aim and corporate objective Put safety and quality at the heart of everything we do
Invest in and develop our workforce
Work with key stakeholders to develop effective partnerships
Become a successful Foundation Trust

Related to key risks identified on assurance framework The Trust fails to deliver and develop a safe, competent workforce
Partnership working fails to support delivery of sustainable safe, personal and effective care
The Trust fails to achieve a sustainable financial position
The Trust fails to achieve required contractual and national targets and its improvement priorities
Corporate functions fail to support delivery of the Trust's objectives

Impact

Legal Yes/No Financial Yes/No

Equality Yes/No Confidentiality Yes/No

Previously considered by:

Purpose of the report

1. This paper will provide an update to the Trust Board in respect of the expectations set out by the National Quality board (NQB) in November 2013, contained within "Hard Truths" (DoH 2013).
2. The report will also provide the Trust Board with an exception report for May 2015 actual and planned staffing figures.

Summary Headlines

3. As in previous months, staffing continues to be challenging, however there appears to be a slight improvement overall in actual versus planned hours and in the composite measure. There have been no new causative factors identified for under planned hours and issues remain similar to previous months:
 - a) Vacancies
 - b) Maternity leave
 - c) Sickness and absence levels
 - d) Limited coordinators on daylight shifts
 - e) Extra beds open on various wards
 - f) Escalation wards – C9, C2 and D1, which are only partly substantively staffed
 - g) Ability to match demand for nurse staffing with bank and agency fill rate/availability

Areas for Concern – May (below 80% actual versus planned)

- a) 9 wards fell below 80% for actual versus planned for registered nurse hours on daylight shifts. An improvement from 15 wards in April
- b) 1 ward fell below 80% for actual versus planned for care staff for daylight hours
- c) 0 wards fell below 80% actual versus planned for registered nurses for night duty
- d) 1 ward fell below 80% actual versus planned for care staff for night duty

Performance

4. There were also shifts under the 95% actual versus planned (see appendix 1) and the themes for them being as such, remains as in other months and will be discussed later in this report
5. Areas cumulatively below 80% planned hours

WARD	RN/RM DAYS Feb 15	RN/RM NIGHTS Feb 15	RN/RM Days March 15	RN/RM Nights Mar15	RN/RM Days April 15	RN/RM Nights April 15	RN/RM Days May 15	RN/RM Nights May 15
Ward 2 AVH	78.6%							
B6	79.9%						77.4%	
B8	79.5%				72.5%		78.6%	
C1	70.1%		70.6%		67.5%		67.3%	
C10			79.0%		75.0%			
C11 (now C9)	70.1%		70.6%		70.0%			
C14			79.6%		78.6%			
C2	73.7%		74.2%		71.3%		73.0%	
C3	74.3%		72.3%		69.0%		70.0%	
C4	78.6%				79.2%		75.4%	
C6					79.6%			
C9	62.1%		61.3%					
D3	77.8%		78.8%		77.1%			
D1	62.5%		62.9%		71.7%			
Ward C5							75.8%	
Ward 16								
Ward 23	79.5%				79.2%			
Ribblesdale								
Hartley	62.5%		67.3%		70.0%		63.7%	
Marsden	74.6%		71.4%		78.8%			
Reedyford	71.9%		69.0%		72.5%		74.2%	
Burnley Birth Centre								
Blackburn Birth Centre								
Ward 28								
NICU								
Total Areas:	15	0	12	0	15	0	9	0

Ward	Care Staff Days Feb 1515	Care Staff Nights Feb 15	Care Staff Days Mar 15	Care Staff Nights Mar 15	Care Staff Days April 15	Care Staff Nights April 15	Care Staff Days May15	Care Staff Nights May 15
Ward 2 AVH								
C5			79.7%		79.6%			
C9						42.9%		
C10								
C11								
C14								
C2								
C3								
C9								
D3								
D1								
Ward 15								
Ward 16								
Ribblesdale								
Hartley								
Marsden								
Reedyford								
Burnley Birth Centre								
Blackburn Birth Centre	64.3%		59.4%		47.7%		48.7%	
Ward 28								
NICU	52.7%	57.1%		37.9%		36.7%		58.1%
Total Areas:	2	1	2	1	2	2	1	1

Composite Percentage for all ELHT Wards for May 2015

	Day		Night	
	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
May-15	88.5%	108.9%	98.6%	109.4%

6. Appendix 2 highlights safe staffing return and nurse sensitive indicators

Issues Effecting Actual versus Planned

Family Care

7. Where areas were under planned hours this was due to:
- a) **NICU** – sickness, vacancies and maternity leave. Additional pressure of 14 WTE registered nurses waiting to undertake 6 month module in NICU qualification (qualified in speciality), of which 4 weeks is supernumerary
 - b) **Maternity** – long term sickness and vacancies, additionally 2 midwives are subject to a LSA practice programme which requires them to be supernumerary.
8. All vacancies are in the process of being recruited to. No care issues were identified as a consequence. Band 7 midwives and ward managers give up management times and work in the numbers as required. The staffing figures do not reflect how many women were in labour or the acuity of the areas.

Surgical and Anaesthetic Service.

9. Where areas were over planned hours this was due to
- a) Increased requirement for 1:1 care and bay tagging (clinical support only)
 - b) Increased capacity – extra beds opened on UAU (19 days out of 31 days in May 15)
10. Where areas were under planed hours, general themes were:
- a) Vacancies which are been recruited to many which are pre-registration with start dates in Sept 15
 - b) Maternity leave
 - c) Sickness which is managed within policy
 - d) Unfilled bank or agency shifts
 - e) Third nurse on night duty, being moved to support other areas when required
 - f) No coordinator on-duty during day light hours

11. No actual harm incidents have been identified as a consequence of staffing

Integrated Care Group

12. May continued to be challenging in providing safe staffing across the division due to the availability of temporary staffing during the bank holidays and school holiday period.
13. Where areas were over planned hours, this was due as in previous months to:
- a) Increased health care support workers to compensate for registered nurse gaps
 - b) Increased requirement for 1:1 care.
14. Where areas were under planned hours, general themes are as in previous months
- a) High proportion of under planned hours is as a consequence of having no coordinator on duty during day light hours.
 - b) Vacancies
 - c) Sickness
 - d) Maternity leave
 - e) Unfilled bank or agency shift
 - f) Escalation wards – C9, C2 and D1, which are only partly substantively staffed
 - g) “Third” nurse on night duty, being moved to support other areas when required
 - h) Newly qualified practitioners and oversees nurses waiting for NMC registration
15. A number of wards fell below recommended staffing level of 1:8 on occasion. Correlated DATIX submitted are:
- a) C1 Ward, 3 DATIX submitted, fall with low/ minor harm
 - b) C4 Ward, 3 DATIX pertaining to unable to carry out intentional rounding – no harms identified
 - c) Hartley Ward, 1 DATIX, fall with no harm
 - d) Reedyford Ward, 1 DATIX, personal injury, low harm.
16. ICG are expected to see on-going improvements to staffing levels over the coming months.

Update on Community staffing

17. Community services are involved in the daily Trust staffing conference call, they include number of visits per nurse, how many complex and end of life patients as well using the opportunity to raise any red flags
18. Daily SITREP reports from each team are submitted for the following day, followed up by a phone call each morning by the Matron to account for any updates in staff

sickness/number of visits etc. District Nursing SITREP is then submitted for inclusion to the wider ICG SITREP. SITREP includes the number of visits for each team broken down by complexity and type e.g. complex, fast track, end of life. Red flags are escalated via the SITREP process, and are raised via twice daily safety huddles and shared with Matrons at weekly team safety huddle. All Matrons / senior nurses have a template for safety huddles used consistently across community. The Palliative Care Coding Rate is a marker for availability of specialist palliative care support for inpatients, ensuring timely access for all patients with complex palliative care needs independent of diagnosis.

Example of Daily SITREP

SITREP - ELHT District Nurses (ICT)		Community Status																											
		Red	Amber	Green																									
		15+	13 to 15	Up to 13																									
DATE																													
04.06.15																													
Area	Unregistered staff on duty (Dates)	Visits	Unregistered staff on duty (Dates)	Visits	Band 5 on duty (Days)	Visits	Band 5 on duty (Dates)	Visits	Band 6 on duty	Visits	Band 7 on duty	Visits	Bank staff	Visits	Total number of Home Visits	Cancelled Training / Training	Sickness							IV	CC Visits	EDL	Mtrs / GSF	Fast Tracks	New patient
																	Admin	HCA	AP	Staff Nurse	Sister	CTL	Total						
BURMLEY																													
Burnley Central (St Peters)	05	10	0	0	45	89	1	10	2	15	0	0	0	0	94	0	0	0	0	1	0	0	1	0	21	8	1	0	5
Avg Visits	20.0				13.1	19.0	7.5							11.8															
Burnley East (St Peters)	2	21	0	0	5	63	0	0	1	4	2	4	15	13	105	0	1	0	0	1	2	0	4	1	20	0	1	1	5
Avg Visits	10.5				12.6			4.0	2.0	3.7				9.1															
Burnley West (Kiddrow Lane)	0.66	9	0	0	4.6	57	0.6	12	1	5	1	0	0	0	83	0	1	0	0	0	0	0	1	0	12	8	0	0	4
Avg Visits	13.6				12.4	20.0	5.0	0.0						10.6															
PENDLE																													
Colne	3.5	26	0	0	6.7	61	1.8	0	2	3	0	0	0	0	90	0	0	0	0	0.8	0	0	0.8	0	0	1	0	1	4
Avg Visits	7.4				3.1	0.0	1.5							5.4															
Pendle (Yarnspinners)	2	13	0	0	10	89	2	12	1	8	1	1	0	0	123	0	0	0	0	0	0	0	0	35	0	0	0	2	
Avg Visits	6.5				8.9	6.0	8.0	1.0						7.7															
HYDBURN																													
Hydburn Rural (Clayton)	2	15	0	0	7	70	1	10	2	14	1	0	0	0	109	0	0	0	1	0	0	0	1	2	15	0	0	1	3
Avg Visits	7.5				10.0	10.0	7.0	0.0						5.4															
Hydburn Central (Aoclington)	2	16	0	0	5.8	53	2	11	0	0	0	0	0	0	80	0	0	1	0	0	1	1	3	0	10	2	0	0	4
Avg Visits	8.0				9.5	5.5								8.3															
ROSSENDALE																													
Bacup	15	19	0	0	5	40	2	19	1	0	1	0	0	0	78	0	0	0	0	1	1	0	2	1	16	2	1	0	4
Avg Visits	12.7				8.0	9.5	0.0	0.0						7.4															

Hot spots for staffing – and plans to address

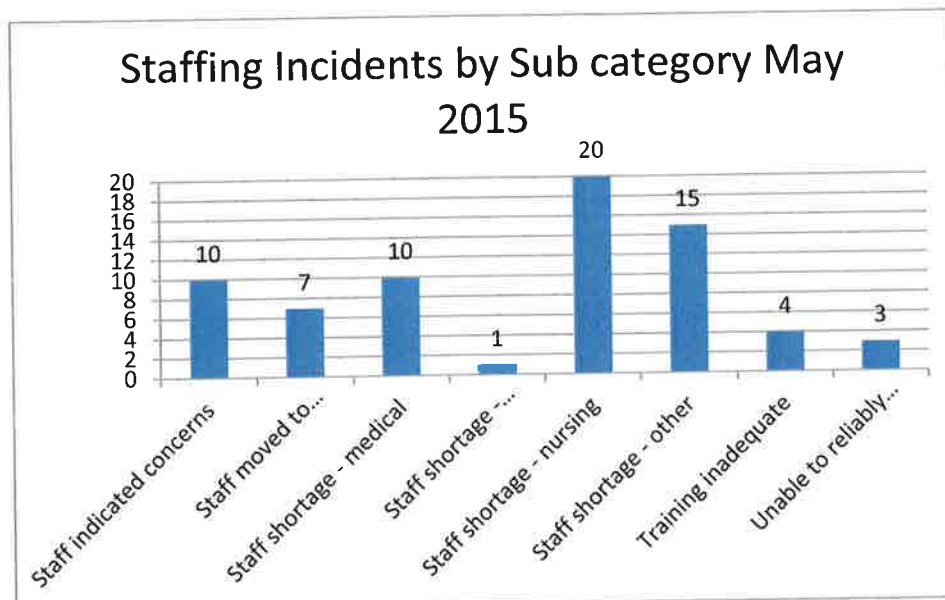
19. Number of home visits are calculated against WTE by staff grade (Unregistered, Staff Nurse, Sister) and shift (days/evenings up to 10pm). If number of visits for any grade per WTE exceed 13 they are coloured amber and if they exceed 15 they are coloured red, in order to identify hotspots. If visits cannot be allocated elsewhere in the locality, staff are moved from another base by the Matron.

Baseline for safe staffing levels.

20. In the absence of national safe staffing guidance, Salford Royal Foundation Trust formula has been used and considers complexity, new patient assessment, skill mix and travel.

Staffing Related DATIX

21. For the month of May 2015, 70 incidents of staffing shortages were reported as compared to 82 incidents reported within April 2015. Of these, no incidents were recorded as causing actual harm to patients. The following graph details incidents by sub-category.



22. 3 red flag incidents relating to unable to carrying out intentional rounding was reported in May 2015 as compared with 2 within March 2015. All three incidents were logged within Ward C4.

May 2015 Recruitment Update

Division	New starters April 14 - May 15 in post (WTE)		In pipeline recruitment (WTE)		Outstanding vacancies per division (not including in pipeline) (WTE)	
	RN	HCA	RN	HCA	RN	HCA
ICG	130.40	33	84	5	74.74	15.99
SAS	42.75	26.06	31	7	18.57	-2.39
Family Care	59.94	12.53	6		22.26	15.4
DCS	2.65	0.96		3	6.19	7.2
Total:	235.75	72.56	121	15	121.75	36.20

Predicted Start Dates for New staff

	Numbers of Registered Nurses		Numbers of Health Care Assistants	
April	ICG		ICG	
	SAS		SAS	
	F/Care		F/Care	
May	ICG	7	ICG	
	SAS		SAS	1
	F/Care		F/Care	
June	ICG	5	ICG	2
	SAS	8	SAS	2
	F/Care	1	F/Care	
			DCS	1
July	ICG	8	ICG	3
	SAS	5	SAS	4
	F/Care	1	F/Care	
			DCS	2
August	ICG	12	ICG	
	SAS		SAS	
	F/Care		F/Care	
September	ICG	50	ICG	
	SAS	18	SAS	

	Numbers of Registered Nurses		Numbers of Health Care Assistants	
	F/Care	4	F/Care	
October	ICG	2	ICG	
	SAS		SAS	
	F/Care		F/Care	
Total		121		15

23. Active recruitment continues via:
- a) Marketing via social media
 - b) International recruitment event to take place to the Philippines, provisional date of the 22nd August 2015
 - c) Another Recruitment open day is in the planning stage
 - d) National recruitment events being attended

	No of Shifts Requested		% of shifts filled by Bank or Agency				% of shifts unfilled	
	RN	HCA	RN Bank	RN Agency	HCA Bank	HCA Agency	RN	HCA
ICG	1581	1565	40.67%	26.76%	77.89%	7.92%	32.57%	14.19%
SAS	479	760	22.96%	37.16%	68.95%	12.37%	39.87%	18.68%
F/Care	375	174	51.20%	29.07%	90.23%	0.57%	19.73%	9.20%
Total	2435	2499	38.81%	29.16%	76.03%	8.76%	32.03%	15.21%

Bank & Agency Fill rates May 2015

24. Actions to Support Staffing:
- a) 3 times a day staffing safety huddles, staff moved across organisation to support and mitigate risk.
 - b) Increased Matron cover on site at weekends continue
 - c) Contingency staffing plans for the weekend agreed and disseminated on Friday

- d) Trust continuing to recruit locally, nationally and soon internationally
- e) Part time staff have been given the opportunity to increase their hours
- f) Staff on 36 hour contracts have been offered 37.5
- g) The potential for staff to “buy” back annual leave
- h) Staff who have retired offered the opportunity to return
- i) Staff being paid their substantive pay rate for bank shifts (5,6,7)
- j) Weekly pay role for bank staff agreed
- k) Funded vacancies for band 5, 6,7 nurses exempt from vacancy review panel, thus speeding up recruitment time.
- l) Consultation underway to agree 8 week notice for band 5 staff as opposed to 4 weeks' notice.

Summary

- 25. Staffing continues to be problematic, compounded by escalation beds, vacancies, sickness and absence and bank and agency fill rates, whilst recruiting to the staffing levels of 1:8 and coordinator shifts in day light hours
- 26. The senior nursing team continue to work hard to ensure wards are supported. staff are moved on the premise of risk assessment and in order to mitigate risk. This may mean that staff are moved for part shifts.
- 27. Many of the shifts not filled are as a consequence of there being no coordinator on duty and because of the investment the Trust has made into the nursing budgets being beholden to filling the vacancies created.
- 28. There are currently 121 registered nurses in the recruitment pipeline. It should be noted that this changes frequently due to start times changing, depending on recruitment checks etc.
- 29. The business case for the Allocate Safer Care module has been agreed. A conference call is due to take place on the 17th June to agree implementation programme.

Recommendation

- 30. The trust board is asked to receive the report and agree its content

Mrs C Pearson, Chief Nurse, 17 June 2015

Hospital Site Details	Ward name	3 Specifications on each	Day					Night					Day		Night	
			Registered midwives/nurses		Care Staff		Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Average RR rate registered nurses/midwives (%)	Average RR rate - care staff (%)	Average RR rate registered nurses/midwives (%)	Average RR rate - care staff (%)
			Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours										
R0080	ACORN WESTON VETERINARY HOSPITAL - R0080	Ward 2	1,375	1,354	1,305	543	551	651	636	420	40	81.8%	81.8%	100.0%	100.0%	
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Acute Stroke Unit (ASU)	1,860	1,538	1,163	1,193	977	914	651	651	82.7%	103.4%	99.5%	103.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	D18	2,093	1,845	930	915	667	667	667	667	88.2%	98.8%	100.0%	98.8%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	R20	1,414	1,243	826	1,028	682	691	841	1,191	88.7%	123.0%	101.6%	102.7%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	R22	1,612	1,358	1,012	1,027	682	683	1,029	1,241	88.9%	103.5%	101.6%	101.5%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	R24	1,612	1,677	1,309	1,177	682	683	669	791	104.0%	97.5%	100.0%	101.5%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	R4	1,860	1,655	1,028	1,390	851	851	651	651	87.9%	97.7%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	R5	1,860	1,840	1,553	1,813	851	851	651	651	77.4%	109.9%	100.0%	106.5%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	R8	1,860	1,854	1,593	1,809	851	851	667	667	86.7%	90.8%	100.0%	105.2%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Maternity Birth Centre	1,860	1,895	1,651	1,818	851	851	651	651	85.0%	104.2%	100.0%	102.9%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C3	1,860	1,313	1,183	1,324	682	682	682	682	67.3%	104.2%	100.0%	119.4%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C10	1,860	1,975	1,629	1,879	851	851	651	777	84.7%	102.0%	100.0%	118.4%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C14	2,418	2,028	1,818	1,567	1,029	1,029	1,029	1,029	93.9%	98.2%	100.0%	97.8%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C18	2,418	2,061	1,612	2,158	1,029	1,012	1,012	1,012	95.2%	103.9%	99.9%	109.7%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C22	1,860	1,358	1,163	1,373	667	684	684	691	79.0%	114.1%	101.2%	104.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C23	1,814	1,716	1,411	1,359	1,029	1,019	851	851	94.6%	96.9%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C24	2,325	1,928	1,355	1,823	1,000	951	682	1,000	70.0%	150.0%	94.7%	108.4%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C4	1,860	1,403	1,395	1,495	667	682	682	682	75.4%	100.0%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C5	1,310	846	1,002	1,283	851	851	651	651	79.3%	86.3%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C6	1,860	1,545	1,183	1,334	682	682	682	667	61.1%	106.5%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C3	1,860	1,548	1,163	1,395	682	682	682	588	84.3%	93.4%	100.0%	103.1%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C8	2,310	2,085	1,163	1,848	1,000	980	682	682	89.7%	98.7%	99.9%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	C9	3,050	3,445	1,163	1,380	669	679	669	669	83.1%	118.7%	103.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Children's Unit	4,092	4,170	1,116	1,034	3,995	3,120	828	324	92.4%	96.1%	100.0%	0.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Coronary Care Unit (CCU)	2,860	2,815	465	528	1,000	1,000	1,000	1,000	97.4%	124.0%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Critical Care Unit	6,877	6,864	871	854	1,160	1,363	849	687	81.5%	98.8%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	G3	1,860	1,523	1,163	1,300	667	682	682	682	81.5%	103.2%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Medical Assessment Unit (MAMU) - Women's Health	3,488	3,270	1,744	1,856	1,139	1,039	1,046	1,036	101.3%	96.4%	100.0%	98.9%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Neurological Intensive Care Unit (NICU) - Paediatrics	4,662	4,353	372	324	1,870	1,619	1,619	1,619	94.2%	97.1%	100.0%	98.7%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Neurology Intensive Care Unit (NICU) - Adults	2,612	1,993	793	881	1,023	1,034	517	574	89.2%	101.7%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Outpatient Clinic	1,381	1,169	784	784	784	784	784	784	100.0%	100.0%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Perinatal Ward	1,860	1,294	856	876	1,166	1,306	840	348	90.4%	99.4%	100.0%	96.7%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Perinatal Ward Centre	1,860	1,820	1,560	1,560	1,408	1,408	1,408	1,408	99.2%	93.0%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	General Birth Suite	3,295	3,445	576	542	737	737	420	420	101.0%	100.0%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Gynaecology and Obstetrics Early Day Unit (EDU)	2,310	2,310	1,116	1,116	1,860	1,860	1,860	1,860	100.0%	100.0%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Paediatric Ward	1,860	1,345	1,860	1,320	589	589	589	589	55.2%	100.0%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Salivary Gland	1,860	1,395	1,116	1,066	682	682	530	572	102.0%	93.7%	100.0%	104.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Ward 13	1,860	1,995	1,424	1,610	651	651	651	651	113.5%	97.4%	100.0%	102.1%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Ward 14	1,860	1,830	1,624	2,083	682	682	682	1,241	124.0%	100.0%	100.0%	102.1%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Ward 15	1,860	1,830	1,624	2,083	682	682	682	682	102.4%	94.7%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Ward 16	1,860	1,830	1,624	2,083	682	682	682	682	123.8%	95.5%	100.0%	100.0%		
R0020	ROYAL BLACKBURN HOSPITAL - R0020	Ward 17	1,860	1,830	1,624	2,083	682	682	682	682	123.8%	95.5%	100.0%	100.0%		
R0070	CLITHEROE COMMUNITY HOSPITAL - R0070	Hobbsdale	1,245	1,268	1,893	2,265	617	666	667	791	61.7%	161.4%	100.0%	109.7%		
R0050	PENDLE COMMUNITY HOSPITAL - R0050	Hartley	1,860	1,185	1,163	1,358	682	667	667	667	81.0%	98.0%	100.0%	100.0%		
R0050	PENDLE COMMUNITY HOSPITAL - R0050	Norden	1,860	1,300	1,600	1,823	682	667	667	710	61.0%	100.0%	100.0%	106.5%		
R0050	PENDLE COMMUNITY HOSPITAL - R0050	Reedleyford	1,860	1,300	1,163	1,748	682	667	667	710	34.2%	100.0%	100.0%	100.0%		

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total	93,044	87,328	58,126	55,668	48,645	48,844	22,567	30,170	85.5%	108.9%	98.6%	109.4%
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Fill rate indicator return Staffing: Nursing, midwifery and care staff

Org: RAR East Lancashire Hospitals NHS Trust
Period: May_2015-16

Please provide the URL to the page on your trust website where your staffing information is available

Or please can you ensure that the URL you attach to the spreadsheet is correct and links to the correct web page and include 'MIG' in your URL

Url:

Comments:

Only complete sites your organisation is accountable for

Validation alerts (see control panel)

Hospital Site Details		Ward name	Main 2 Specialities on each ward		Day				Night				Day		Night	
			Speciality 1	Speciality 2	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
RXR20	ACCRETION VICTORIA HOSPITAL	Ward 2	314 - REHABILITATION		1295	1267.5	100%	982.5	651	651	325.5	409.5	90.9%	97.8%	100.0%	125.8%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	Acute Stroke Unit (ASU)	300 - GENERAL MEDICINE		1860	1537.5	1162.5	1192.5	976.5	913.5	651	651	82.7%	102.6%	93.5%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	B18	300 - CARDIOLOGY		2092.5	1865	950	915	666.5	666.5	666.5	655.75	88.2%	98.6%	100.0%	98.1%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	B20	145 - CRUI & WALKLO FACIAL SURGERY		1410.5	1241.5	806	1007.5	682	683	341	572	88.0%	125.0%	101.6%	167.7%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	B22	110 - TRAUMA & ORTHOPAEDICS		1812	1358.5	1612	1826.5	682	813	1023	1243	84.3%	113.3%	101.6%	121.5%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	B24	110 - TRAUMA & ORTHOPAEDICS		1612	1677	1209	1176.5	667	682	682	781	104.0%	97.3%	100.0%	114.6%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	B4	130 - GERIATRIC MEDICINE		1880	1635	1627.5	1550	651	651	651	651	87.9%	97.7%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	B5	130 - GERIATRIC MEDICINE		1960	1440	1552.5	1612.5	651	651	651	693	77.4%	103.9%	100.0%	106.5%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	B8	100 - GENERAL MEDICINE		1860	1462.5	1182.5	1207.5	666.5	666.5	666.5	967.5	78.6%	155.5%	100.0%	145.2%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	Blackburn Birth Centre	501 - OBSTETRICS		1295	1189.8	485	226.8	666.5	666.5	666.5	323.25	81.0%	48.2%	100.0%	62.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C1	300 - GENERAL MEDICINE		1660	1282.5	1162.5	1227.5	666.5	651	666.5	666.5	67.3%	114.2%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C10	300 - GENERAL MEDICINE		1860	1575	1627.5	1612.5	651	651	551	777	84.7%	102.8%	100.0%	119.4%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C14	100 - GENERAL SURGERY		2418	2028	1612	1568.5	1023	1001	1023	990	83.9%	97.2%	97.8%	96.8%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C18	100 - GENERAL SURGERY		2418	2060.5	1612	1158	1023	1012	1364	1496	85.2%	133.0%	98.0%	109.7%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C2	300 - GENERAL MEDICINE		1860	1357.5	1162.5	1372.5	666.5	688	666.5	698.75	73.0%	118.1%	103.2%	104.8%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C28	101 - UROLOGY		1813.5	1718	1410.5	1356.5	1023	1023	883	687	94.6%	96.3%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C3	300 - GENERAL MEDICINE		2325	1627.5	1395	1822.5	999.75	956.75	666.5	989	70.0%	130.6%	95.7%	148.4%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C4	300 - GENERAL MEDICINE		1860	1402.5	1395	1485	666.5	666.5	666.5	666.5	75.4%	106.5%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C5	130 - GERIATRIC MEDICINE		1116	848	1490	1286	651	681	651	651	75.8%	86.3%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C6	340 - RESPIRATORY MEDICINE	300 - GENERAL MEDICINE	1860	1545	1162.5	1237.5	666.5	666.5	666.5	666.5	83.1%	106.5%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C7	340 - RESPIRATORY MEDICINE	300 - GENERAL MEDICINE	1860	1567.5	1162.5	1155	666.5	666.5	666.5	688	84.3%	99.4%	100.0%	103.2%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C8	340 - RESPIRATORY MEDICINE	300 - GENERAL MEDICINE	2325	2085	1162.5	1147.5	999.75	989	666.5	666.5	80.7%	98.7%	99.9%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	C9	300 - GENERAL MEDICINE		1860	1545	1162.5	1380	666.5	677.25	666.5	666.5	83.1%	118.7%	101.6%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	Childrens Unit	420 - PAEDIATRICS	300 - GENERAL MEDICINE	4992	4170	1118	1038	3255	3129	325.5	375.5	101.9%	83.0%	96.1%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	Community Care Unit (CCU)	320 - CARDIOLOGY		1860	1815	485	377.5	999.75	999.75	0	0	87.6%	124.2%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	Critical Care Unit	192 - CRITICAL CARE MEDICINE		6877	6864	871	858	5269	5268	0	0	99.8%	98.5%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	D3	300 - GENERAL MEDICINE		1860	1522.5	1162.5	1200	666.5	666.5	666.5	666.5	81.9%	103.2%	100.0%	100.0%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	Medical Assessment Unit (MAU)	300 - GENERAL MEDICINE		3487.5	3270	1743.75	1766.25	3138.75	3026.25	1044.23	1035	53.8%	101.3%	96.4%	98.9%
RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	Natural Intensive Care Unit	420 - PAEDIATRICS		4662	4393	372	324	3720	3912	372	216	94.2%	87.1%	97.1%	58.1%

Fill rate indicator return Staffing: Nursing, midwifery and care staff

Org: RYR East Lancashire Hospitals NHS Trust
Period: May_2015-16

Please provide the URL to the page on your trust website where your staffing information is available

(Please ensure you ensure that the URL you submit in the spreadsheet is correct and links to the correct web page and include 'http://' to your URL)

<http://www.rhr.nhs.uk/staffing-data.htm>

Comments

Only complete sites your organisation is accountable for				Day				Night				Day		Night			
Validation alerts (see control panel)	Hospital Site Details		Ward name	Main 2 Specialities on each ward		Registered midwives/hours		Care Staff		Registered midwives/hours		Care Staff		Average fill rate - registered nurses/midwives as (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives as (%)	Average fill rate - care staff (%)
	Site code - The Site code is automatically populated when a Site name is selected	Hospital Site name		Speciality 1	Speciality 2	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours				
	RXR60	ACORNINGTON VICTORIA HOSPITAL	Ward 2	314 - REHABILITATION		1395	1287.5	1005	982.5	881	851	335.5	409.5	90.9%	97.8%	100.0%	125.8%
	RXR20	ROYAL BLACKBURN HOSPITAL - RXR20	Surgical Trape Unit	100 - GENERAL SURGERY		1612	1992.5	790	786.5	1023	1034	527	521	98.8%	98.2%	101.1%	96.4%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Antenatal Ward	501 - OBSTETRICS		1161	1163	0	0	744	744	0	0	100.0%	100.0%	100.0%	99.7%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Burnley Birth Centre	501 - OBSTETRICS		1358	1293	205.5	225.5	1104	1104	363	348	95.8%	91.8%	100.0%	100.0%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Central Birth Suite	501 - OBSTETRICS		3720	3620	755	750	3720	3460	244	244	97.3%	99.2%	93.0%	100.0%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Gynaecology and Breast Care Ward	502 - GYNAECOLOGY		1350	1344	578	582	736.5	736.5	420	420	99.8%	101.0%	100.0%	100.0%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Postnatal Ward	501 - OBSTETRICS		2032	2032	1118	1118	1800	1800	1168	1164	100.0%	100.0%	100.0%	98.4%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Recovery Ward	314 - REHABILITATION		1395	1245	1860	1720	389	389	320	309	88.2%	95.2%	100.0%	100.0%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Ward 15	110 - TRAUMA & ORTHOPAEDICS		1657.5	1860	1137.5	1066	682	682	500	572	102.0%	93.7%	100.0%	104.0%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Ward 16	300 - GENERAL MEDICINE		2325	1995	1827.5	2010	651	651	976.5	1291.5	85.9%	123.5%	100.0%	132.3%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Ward 23	300 - GENERAL MEDICINE		1860	1530	1627.5	2032.5	682	682	682	1243	82.3%	124.0%	100.0%	182.3%
	RXR10	BURNLEY GENERAL HOSPITAL - RXR10	Ward 28	300 - GENERAL MEDICINE		1245	1275	390	367.5	150.5	150.5	150.5	150.5	102.4%	84.2%	100.0%	100.0%
	RXR20	CATHERGUE COMMUNITY HOSPITAL	Recovery Ward	314 - REHABILITATION		2325	1987.5	1935	2265	678.5	668	978.5	1239	83.3%	117.1%	98.3%	138.9%
	RXR20	PENDLE COMMUNITY HOSPITAL - RXR20	Harby	314 - REHABILITATION		1869	1188	1182.5	1022.5	655.5	655.5	655.5	711	81.5%	168.4%	100.0%	109.7%
	RXR20	PENDLE COMMUNITY HOSPITAL - RXR20	Harby	314 - REHABILITATION		1869	1507.5	1800	1822.5	655.5	655.5	655.5	665.5	81.0%	98.0%	100.0%	100.0%
	RXR20	PENDLE COMMUNITY HOSPITAL - RXR20	Recovery Unit	314 - REHABILITATION		1869	1390	1182.5	1747.5	685.5	685.5	685.5	709.5	74.2%	150.3%	100.0%	194.8%