

## GLOUCESTERSHIRE HOSPITALS NHS FOUNDATION TRUST

Title	Nurse and Midwifery Staffing
Report date	September 2014
Indicative discussion time required	5 minutes
Please classify the paper as: <ul style="list-style-type: none"> <li>• To note</li> <li>• To endorse</li> <li>• To approve</li> </ul>	To endorse
Executive Summary	The aim of this paper is to update our Trust Board on the exception reports made regarding compliance with the 'Hard Truths Commitments regarding the Publishing of Staff Data' in August 2014.
Please describe as appropriate the link to: <ul style="list-style-type: none"> <li>• The Trust Strategic Objectives</li> <li>• The Trust In-Year Objectives</li> <li>• The Trust Mission</li> <li>• The Trust Values</li> </ul>	The Trust Strategic Objectives
Please describe how this affects patients/staff/carers etc.	The Board is obligated to ensure the correct workforce to deliver patient care and to review staffing levels formally every six months.
Please describe what stakeholders think about this.	National requirement
Please describe how this affects our: <ul style="list-style-type: none"> <li>• performance</li> <li>• quality and safety</li> <li>• cost</li> <li>• activity</li> </ul>	We will continue to seek improvements in both staff and patient experience and safety by monitoring closely staffing numbers of both qualified and unqualified nurses and midwives.
Is what is described in the paper affordable?	The expected reduction in locum and agency should mean that this investment will save money.
Please explain when you will be able to report progress about this issue.	Data exceptions monthly.
Please identify the risks associated with this issue and describe how they will be dealt with. Please set out in the report in risk register format the risks associated with the issue.	Risk associated with patient care if the ability to recruit the right number of staff is compromised.
Please describe the aspects of this paper that might require wider stakeholder engagement or public consultation, and early engagement with Governors.	This board paper and the numbers of nursing and midwifery staff working in our trust will be reported on NHS Choices with links from our trust web site
Please identify any other significant impact or outcomes (where applicable) in relation to Financial issues, Equality and Diversity, the NHS Constitution, Legal issues or Sustainable Development.	
Recommendation	Endorse the report and note the attached exception report
Author/Presenting Director	Maggie Arnold, Nursing Director

**NURSE AND MIDWIFERY STAFFING**

**September 2014**

**1 Purpose**

The aim of this paper is to update our Trust Board on the exception reports made regarding compliance with the 'Hard Truths' – Safer Staffing Commitments for August 2014.

**2 Background**

- 2.1 Monthly reports have been submitted to our Board on our nursing and midwifery staffing numbers. Information has been uploaded on to the UNIFY system as required as have links to NHS Choices. Information is also available on our own Trust website.
- 2.2 The exception report on the Safer Staffing data was uploaded to NHS Choices and the UNIFY system on 9<sup>th</sup> September.
- 2.3 Our Board in August received and agreed the six monthly Keith Hurst benchmarking reviews of staffing and so now the Divisional Nursing Directors and Executive Nursing Director are together realigning the skill mix as indicated by the review.

**3 Findings**

- 3.1 An explanation of the parameters has been set out in the previous Board reports. In line with these set parameters there were no exceptions to report.

**4 Key Workforce Initiatives**

**4.1 Recruitment Update**

- 4.1.1 The Trust continues to progress with recruitment locally and abroad. The recruitment team arrived back from Spain on Friday 12<sup>th</sup> September having recruited 24 registered nurses. They are expected to arrive in Gloucestershire on 16<sup>th</sup> October.
- 4.1.2 Local recruitment in August saw 4 Registered nurses and 17 Health Care Assistants recruited.
- 4.2 There are currently 35 health care assistant vacancies across the Trust; and 48 Registered Nurse vacancies across the Trust, however it should be noted that the majority of these are on the Medicine Division and 25 of these are on Gallery ward 1 and 9a. This data supports the reporting of agency/ bank figures.
- 4.3 The Divisional Nursing Director for the Medicine Division is also reporting an increase in resignations across the medical wards as staff are transferring into other divisions and or community setting. Our Human Resource team are reviewing the exit interviews to ascertain any key themes.

**5 Monitoring and Review**

- 5.1 The data analysis regarding Safer Staffing will continue monthly and be reported on NHS Choices and our Trust website.

**6 Recommendations**

The Board is invited to endorse this report.

**Author & Presenting Director**

**Maggie Arnold Director of Nursing & Midwifery**

**September 2014**