

Staffing Report - Maternity (all Areas)

August-2019

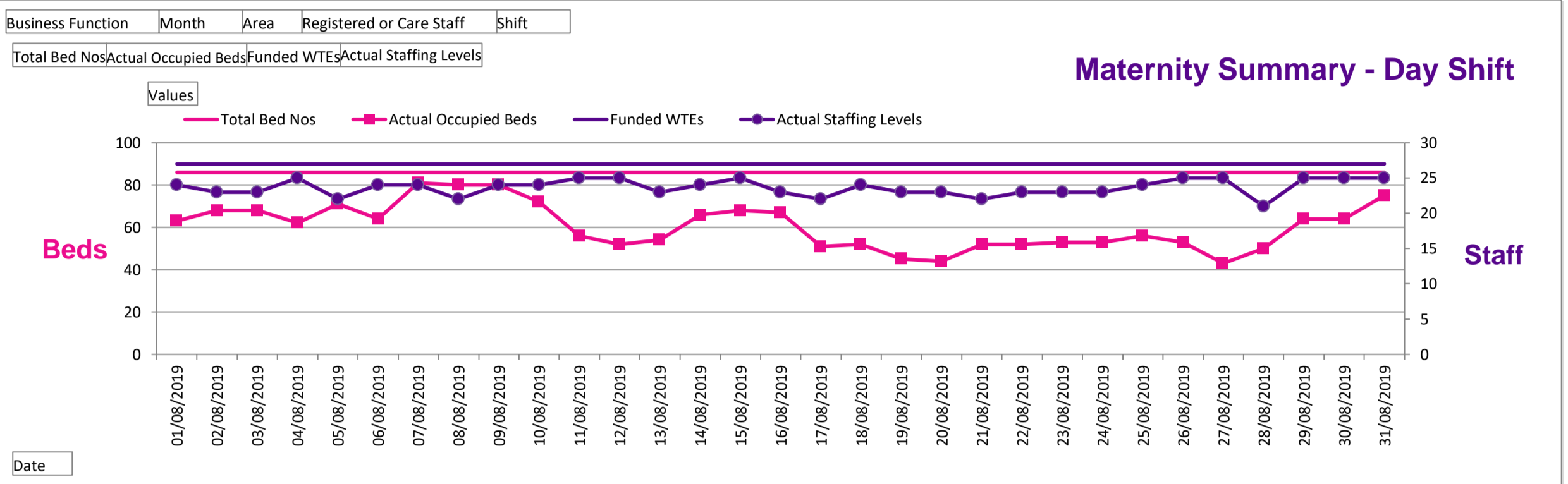
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Funded WTE	Registered	141.20
	Unregistered	45.27
	<b>Total</b>	<b>186.47</b>

Current WTE	Registered	144.59
	Unregistered	38.13
	<b>Total</b>	<b>182.72</b>

Number of shifts lost to Sickness Absence	Registered	189
	Unregistered	43
	<b>Total</b>	<b>232</b>

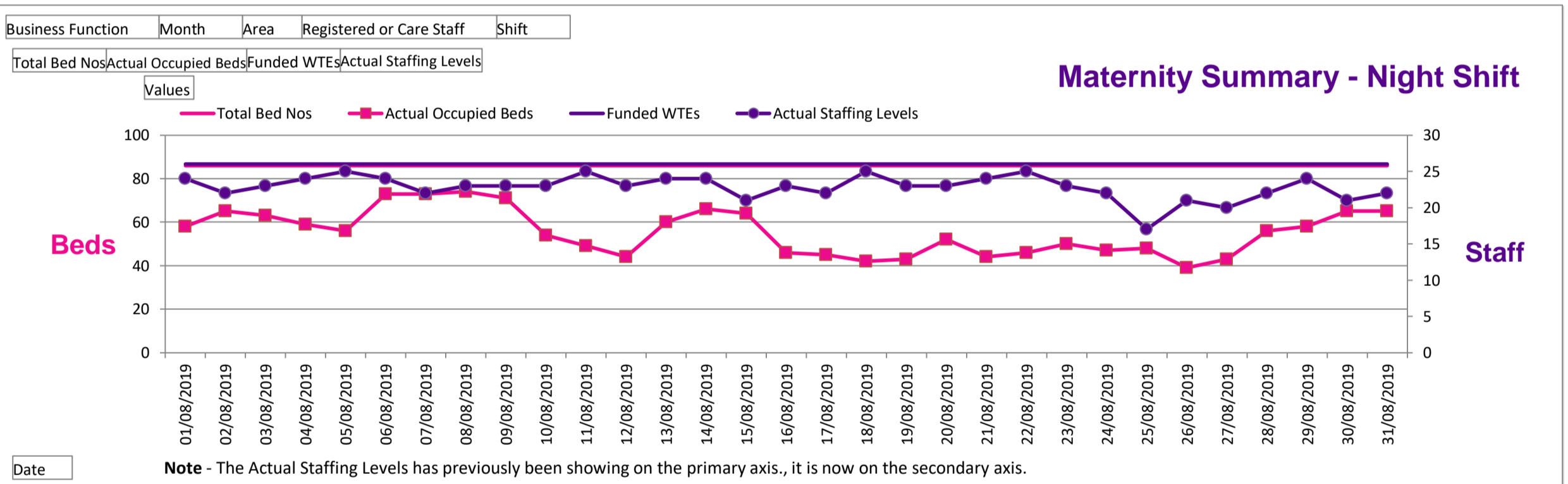
Day Shift



Narrative

The Maternity bed occupancy and staffing levels are monitored closely throughout the day and night. Staff rosters are published 6 weeks in advance giving the managers the time to flex staff or use bank if required. Staffing has been below expected levels in August, this has been due to vacancies and Maternity leave. The activity and staffing are being monitored 4 hourly by the Maternity bleep holder and staff moved to cover the areas where required. All staff in the service have supported the clinical areas including education teams, Infant feeding and management. Recruitment has been successful in July 2019. 8.5 WTE permanent midwives and 9.2 fixed term contracts were offered posts. 3 WTE have recently withdrawn. All new recruits are currently going through pre-employment checks and are due to commence in October.

Night Shift



Narrative

Staffing again has been below expected for the month of August however bed occupancy has also reduced. Bank shifts and incentive have been in place during the month meaning better cover for these shifts. The bleep holder during the night has ensured that all areas are safe and escalation policy has been implemented as required.

Staffing Concerns

Number of shifts where staffing levels are not compliant with planned levels	71
Number of staffing related concerns escalated to Matron or higher	0

Ward Manager's Assurance Statement

The number of shifts where staffing levels are not complaint with planned levels has increased from 39 in July to 71 this month. This has been as a result of vacancies and an increase in sickness for registered staff. Off duty is created in a timely manner in accordance with policy to meet the demands of the service. A senior midwife is allocated to monitor each area for staffing, acuity and occupancy across the 24 hour period. Redeployment of staff is undertaken as required to ensure a safe service with appropriate escalation.

Signed  Date

Key

Beds Total	The total number of beds allocated or available to the ward
Beds Occupied	Of the total beds, the number that have a patient in the bed
WTE Funded	WTE stands for Whole Time Equivalent. Funded WTE is the number of staff that is planned to be on a shift at any one time.
WTE Actual	Of the Funded WTE, the actual staffing level for the shift.
Registered	A Registered Nurse is one whom has qualified to practice as a nurse and is registered as such with the Royal college of Nursing or Royal College of Midwives
Unregistered	Unregistered staff are care staff that assist nurses with the day to day care of patients