

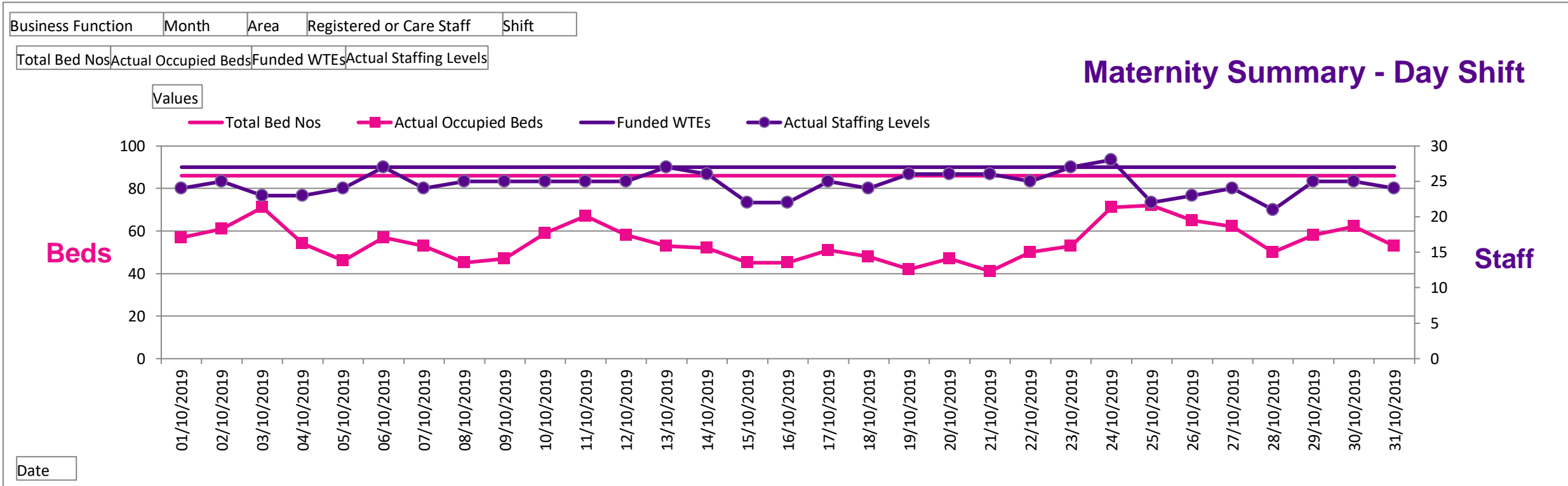
Staffing Report - Maternity (all Areas)

October-2019

Last updated: 20/11/2019 at 14:44

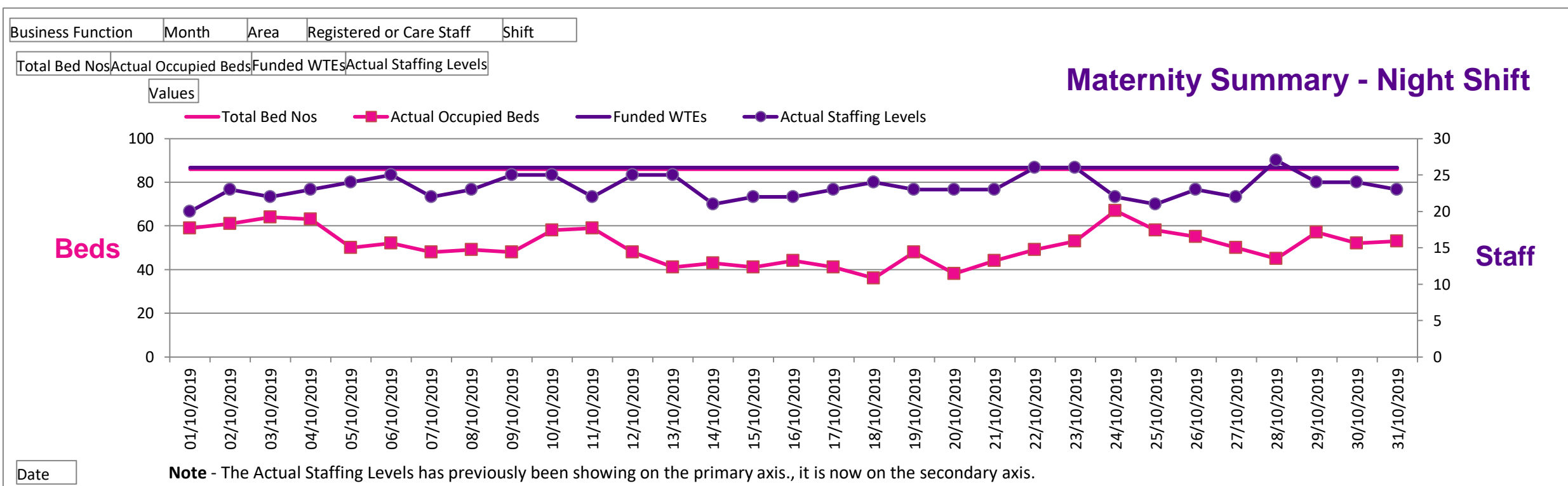
<b>Funded WTE</b>	<b>Registered</b>	141.20	<b>Current WTE</b>	<b>Registered</b>	144.59	<b>Number of shifts lost to Sickness Absence</b>	<b>Registered</b>	180
	<b>Unregistered</b>	45.81		<b>Unregistered</b>	43.13		<b>Unregistered</b>	63
	<b>Total</b>	<b>187.01</b>		<b>Total</b>	<b>187.72</b>		<b>Total</b>	<b>243</b>

Day Shift



The maternity bed occupancy and staffing levels are monitored closely throughout the day and night. Staff rosters are published 6 weeks in advance giving managers the time to flex staff or request bank to cover shifts if required. Staffing has been below expected levels in October, this is due to vacancy and maternity leave however the activity levels have also been reduced. Staff have been redeployed to areas as required based on acuity and activity. The activity and staffing are being monitored 4 hourly by the maternity bleep holder and staff are relocated to peaks of clinical activity. All staff in service have supported the clinical teams including education, infant feeding team and the management team. Recruitment has been successful.

Night Shift



Note - The Actual Staffing Levels has previously been showing on the primary axis., it is now on the secondary axis.

Narrative

Staffing has again been below expected levels for the month of October, however there has been a noted decline in clinical activity. Jeffcoate ward has been closed for 21 nights during October. This has occurred due to reduced staffing and insufficient postnatal women suitable to be cared for on this ward. Bank shifts have been in place for shifts requiring cover along side the redeployment of staff, the maternity bleep holder overnight has ensured that all areas are safe and escalation policy has been implemented if required.

Staffing Concerns

Number of shifts where staffing levels are not compliant with planned levels	38
Number of staffing related concerns escalated to Matron or higher	0

Ward Manager's Assurance Statement

The number of shifts lost to sickness has increased since last month, and maternity has proactively recruited to vacancy and to cover maternity leave, 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 effective maternity service with appropriate escalation. The closure of Jeffcoate ward throughout October was undertaken to support the staffing deficits.

Signed **S Orchard** Date **15/11/2019**

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