

Staffing Report - Maternity (all Areas)

February-2020

Last updated: 17/03/2020 at 15:30

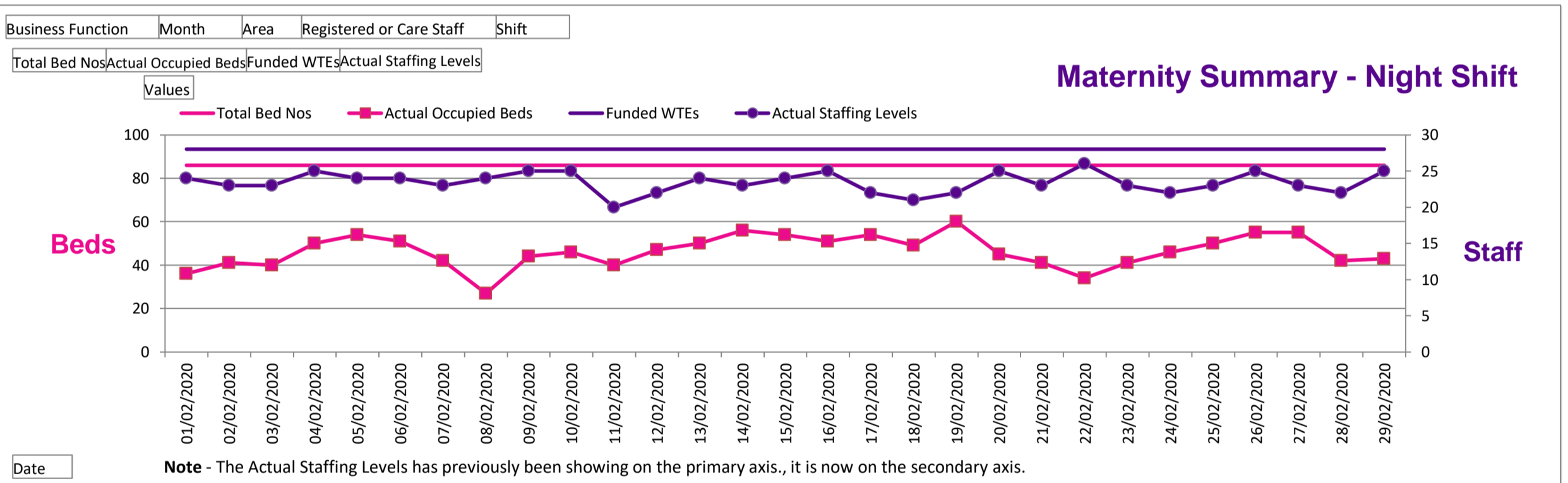
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|-------------------|---------------------|---------------|--------------------|---------------------|---------------|--|---------------------|------------|
| Funded WTE | Registered | 148.47 | Current WTE | Registered | 142.88 | Number of shifts lost to Sickness Absence | Registered | 152 |
| | Unregistered | 38.03 | | Unregistered | 37.03 | | Unregistered | 50 |
| | Total | 186.50 | | Total | 179.91 | | Total | 202 |

Day Shift



The maternity bed occupancy and staffing levels are monitored closely throughout the day. 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 February, this is due to predominantly sickness and maternity leave however the activity levels across all areas within maternity have been reduced. Although reduced periods of staffing is noted it has remained appropriate due the level of activity this month with staff being redeployed to areas as required based on acuity and activity. Jeffcoate ward was closed for all of February due to decreased activity and staffing. The activity and staffing are monitored continually and as a minimum 4 hourly by the maternity bleep holder and staff are relocated to peaks of clinical activity.

Night Shift



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

Narrative

The maternity bed occupancy and staffing levels are monitored closely throughout the day. 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 February, this is due to predominantly sickness and maternity leave however the activity levels across maternity have also been reduced in all areas. Staffing has remained appropriate due the level of activity this month with staff being redeployed to areas as required based on acuity and activity. Jeffcoate ward was closed for all of February due to reduced activity and staffing. The activity and staffing are monitored continually and as a minimum 4 hourly by the maternity bleep holder and staff are relocated to peaks of clinical activity.

Staffing Concerns

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| Number of shifts where staffing levels are not compliant with planned levels | 104 |
| 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 from 156 to 202 with managers adhering to the attendance management policy. 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 as required. Jeffcoate has been closed for the entire month of February due to Maternity reduced activity and staffing across the inpatient areas alongside a notable reduction in bed occupancy within MLU. The staffing levels overall have been below the funded establishments however staff have been redeployed to clinical areas of need regularly throughout each 24 hour period by the 104 bleep holder.

Signed: S. Orchard Date: 15.03.20

Key

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|---------------|--|
| 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 |