

<b>TRUST BOARD IN PUBLIC</b>		<b>Date: 31 March 2016</b>	
		<b>Agenda Item: 2.2</b>	
<b>REPORT TITLE:</b>		Chief Nurse & Medical Director Report	
<b>EXECUTIVE SPONSOR:</b>		Fiona Allsop, Chief Nurse Des Holden, Medical Director	
<b>REPORT AUTHOR (s):</b>		Fiona Allsop, Chief Nurse Des Holden, Medical Director	
<b>REPORT DISCUSSED PREVIOUSLY:</b> (name of sub-committee/group & date)		N/A	
<b>Action Required:</b>			
<b>Approval (√)</b>	<b>Discussion (√)</b>	<b>Assurance (√)</b>	
<b>Purpose of Report:</b>			
To provide an update on continuing work in relation to safe and quality focussed patient care that sits outside the operational performance reports including monthly Safer Staffing information and exception reports.			
<b>Summary of key issues</b>			
<ul style="list-style-type: none"> <li>• The Safer Staffing report (February 2016 data) indicates that the Trust has delivered the planned versus actual staffing levels in the inpatient areas and maternity unit against existing template.</li> <li>• The current progress on nursing recruitment is outlined.</li> <li>• To note industrial action planned by junior doctors</li> <li>• Job descriptions for clinical academic posts finalised with University of Surrey</li> </ul>			
<b>Recommendation:</b>			
To note the report.			
<b>Relationship to Trust Strategic Objectives &amp; Assurance Framework:</b>			
<b>SO1:</b> Safe -Deliver safe services and be in the top 20% against our peers <b>SO2:</b> Effective - Deliver effective and sustainable clinical services within the local health economy <b>SO3:</b> Caring – Ensure patients are cared for and feel cared about <b>SO4:</b> Responsive – Become the secondary care provider and employer of choice our catchment population <b>SO5:</b> Well led: Become an employer of choice and deliver financial and clinical sustainability around a clinical leadership model			
<b>Corporate Impact Assessment:</b>			
<b>Legal and regulatory impact</b>	Yes		
<b>Financial impact</b>	Yes		
<b>Patient Experience/Engagement</b>	Yes		
<b>Risk &amp; Performance Management</b>	Yes		

<b>NHS Constitution/Equality &amp; Diversity/Communication</b>	Yes
<b>Attachment:</b>	

## Chief Nurse/ Medical Director Report – 31 March 2016

### Chief Nurse Report

#### 1. Introduction

To provide an update to the Board on nursing staffing in relation to planned versus actual staffing, an update regarding safer staffing monitoring, and a summary of the recent correspondence in relation to staffing and efficiency and on recruitment activity.

#### 2. Staffing Planned versus Actual – February 2016

Ward	Ward Specialty	Entries	RN Day	RN Night	NA Day	NA Night	Total Day	Total Night	Overall
<a href="#">Abinger Ward</a>	430 - GERIATRIC MEDICINE	29	97.54%	100%	96.83%	100%	97.17%	100%	98.19%
<a href="#">Acute Medical Unit</a>	300 - GENERAL MEDICINE	29	96.19%	100%	96.51%	92.24%	96.29%	97.18%	96.68%
<a href="#">Birthing Centre</a>	501 - OBSTETRICS	29	77.51%	87.93%	N/A	N/A	77.51%	87.93%	82.72%
<a href="#">Bletchingley Ward</a>	300 - GENERAL MEDICINE	29	98.28%	96.55%	100.32%	105.17%	99.27%	100%	99.55%
<a href="#">Brockham Ward</a>	502 - GYNAECOLOGY	29	92.88%	95.35%	98.28%	103.33%	94.67%	97.41%	95.77%
<a href="#">Brook Ward</a>	100 - GENERAL SURGERY	29	98.28%	100%	93.1%	100%	96.55%	100%	97.96%
<a href="#">Buckland Ward</a>	101 - UROLOGY	29	94.39%	100%	93.02%	100%	93.94%	100%	96.14%
<a href="#">Burstow Ward</a>	501 - OBSTETRICS	29	98.24%	72.41%	87.78%	98.28%	94.75%	82.76%	89.3%
<a href="#">Capel Annex I Ward</a>	100 - GENERAL MEDICINE	29	100%	100%	95.4%	93.1%	98.03%	96.55%	97.49%
<a href="#">Capel Ward</a>	430 - GERIATRIC MEDICINE	29	97.34%	91.95%	96.19%	89.66%	96.91%	91.03%	94.32%
<a href="#">Chaldon Ward</a>	300 - GENERAL MEDICINE	29	93.37%	100%	93.97%	95.4%	93.62%	97.24%	94.87%
<a href="#">Charlwood Ward</a>	301 - GASTROENTEROLOGY	29	92.93%	98.28%	103.25%	105.08%	96.57%	101.71%	98.63%
<a href="#">Cophorne Ward</a>	301 - GASTROENTEROLOGY	29	100%	100%	100%	96.55%	100%	98.28%	99.31%
<a href="#">Coronary Care Unit</a>	320 - CARDIOLOGY	29	95.4%	100%	N/A	100%	100%	100%	100%
<a href="#">Delivery Suite</a>	501 - OBSTETRICS	29	92.33%	99.43%	98.28%	96.55%	93.82%	98.71%	96.26%
<a href="#">Discharge Lounge</a>	300 - GENERAL MEDICINE	29	92.18%	100%	100%	96.55%	96.08%	98.28%	96.88%
<a href="#">Godstone Ward (Haem)</a>	303 - CLINICAL HAEMATOLOGY	29	98.28%	100%	183.61%	N/A	108.57%	100%	104.56%
<a href="#">Godstone Ward (Med)</a>	300 - GENERAL MEDICINE	29	95.9%	100%	94.25%	96.55%	95.29%	98.28%	96.56%
<a href="#">Hazelwood</a>	300 - GENERAL MEDICINE	29	97.67%	100%	97.67%	100%	97.67%	100%	98.61%
<a href="#">Holmwood Ward</a>	320 - CARDIOLOGY	29	95.17%	100%	100%	100%	96.55%	100%	97.81%
<a href="#">ITU/HDU</a>	192 - CRITICAL CARE MEDICINE	29	98.45%	96.68%	74.6%	100%	95.2%	96.92%	96.03%
<a href="#">Leigh Ward</a>	110 - TRAUMA & ORTHOPAEDICS	29	96.14%	100%	91.55%	95.29%	94.17%	97.22%	95.35%
<a href="#">Meadvale Ward</a>	430 - GERIATRIC MEDICINE	29	89.88%	100%	99.14%	100%	94.76%	100%	96.57%
<a href="#">Neonatal Unit</a>	420 - PAEDIATRICS	29	92.4%	100%	96.25%	100%	93.51%	100%	96.66%
<a href="#">Newdigate Ward</a>	110 - TRAUMA & ORTHOPAEDICS	29	96.09%	96.55%	104.25%	97.59%	99.64%	97.16%	98.69%

<a href="#">Nutfield Ward</a>	430 - GERIATRIC MEDICINE	29	95.63%	100%	96.55%	98.28%	95.98%	99.14%	97.03%
<a href="#">Outwood Ward</a>	420 - PAEDIATRICS	29	92.87%	95.51%	93.48%	82.76%	92.94%	93.72%	93.28%
<a href="#">Rusper Ward</a>	501 - OBSTETRICS	29	98.28%	96.55%	N/A	N/A	98.28%	96.55%	97.7%
<a href="#">Surgical Assessment Unit</a>	100 - GENERAL SURGERY	29	98.28%	100%	96.55%	96.55%	97.93%	98.28%	98.08%
<a href="#">Tandridge Ward</a>	300 - GENERAL SURGERY	29	94.38%	100%	92.2%	98.28%	93.44%	99.14%	95.25%
<a href="#">Tilgate Annex</a>	100 - GENERAL MEDICINE	29	96.77%	98.33%	98.45%	98.28%	97.4%	98.31%	97.7%
<a href="#">Tilgate Ward</a>	300 - GENERAL MEDICINE	29	105.19%	107.41%	101.23%	107.14%	103.7%	107.34%	104.92%
<a href="#">Woodland Ward</a>	100 - GENERAL SURGERY	29	89.18%	98.28%	108.05%	94.83%	96.25%	96.55%	96.35%
<b>Total</b>			<b>95.65%</b>	<b>97.6%</b>	<b>97.28%</b>	<b>97.51%</b>	<b>96.2%</b>	<b>97.57%</b>	<b>96.75%</b>

### Commentary

The Trust has delivered planned versus actual staffing profile for February. The report shows a stable picture in relation to overall compliance with no red shifts at unit level in

### Nursing Recruitment

National and international nursing recruitment continues and brings the total number of international registered nurses to commence in the organisation to approximately 72 since July 2015.

In addition the Practice Development team have a strong focus on supporting and developing our existing substantive workforce, in an effort to retain and 'grow our own'. Recently the Trust has appointed a Practice Development Nurse for Career Progression with the primary aim of developing registered nurses in bands 5 – 6 and 6 – 7 and equipping them with the necessary skills and competencies to be able to lead a clinical team. Preceptorship, OSCE preparation sessions, individual and ward based overseas nurse support are also being provided. Transition programmes and revalidation sessions continue to be provided for other members of the nursing team.

### Medical Director Report

#### 3. Junior doctor industrial action

Two more episodes of industrial action are planned in April. The first runs from 8am 6<sup>th</sup> April (Wednesday) for 48h. During this period of time emergency care is preserved and staffing model will look like a bank holiday. The second period of industrial action is on 26<sup>th</sup> and 27<sup>th</sup> April, where on both days complete withdrawal of services is planned from 8am till 5pm, both days. Plans are in development to support emergency patient care by ensuring adequate senior medical staffing availability and maximizing the availability and presence of other clinical staff.

#### **4. Academic posts**

As reported at last trust Board, work has continued on the job descriptions for the two professors (medicine and nursing) co-created with University of Surrey. These JDs have now been agreed between Deans at University of Surrey and CEO and MD at SASH and at present stage adverts are being written.

#### **5. Recommendation:**

To note the report

**Fiona Allsop**  
Chief Nurse  
March 2016

**Des Holden**  
Medical Director