

TRUST BOARD IN PUBLIC		Date: 25 February 2016	
		Agenda Item: 2.2	
REPORT TITLE:		Chief Nurse & Medical Director Report	
EXECUTIVE SPONSOR:		Fiona Allsop, Chief Nurse Des Holden, Medical Director	
REPORT AUTHOR (s):		Fiona Allsop, Chief Nurse Des Holden, Medical Director	
REPORT DISCUSSED PREVIOUSLY: (name of sub-committee/group & date)		N/A	
Action Required:			
Approval (√)	Discussion (√)	Assurance (√)	
Purpose of Report:			
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.			
Summary of key issues			
<ul style="list-style-type: none"> • The Safer Staffing report (January 2016 data) indicates that the Trust has delivered the planned versus actual staffing levels in the inpatient areas and maternity unit against existing template. • The current progress on nursing recruitment is outlined. • Information is provided outlining the proposal for an intermediate care role which sits between the role of a Care Assistant with a Care Certificate and a graduate Registered Nurse. 			
Recommendation:			
To note the report.			
Relationship to Trust Strategic Objectives & Assurance Framework:			
SO1: Safe -Deliver safe services and be in the top 20% against our peers SO2: Effective - Deliver effective and sustainable clinical services within the local health economy SO3: Caring – Ensure patients are cared for and feel cared about SO4: Responsive – Become the secondary care provider and employer of choice our catchment population SO5: Well led: Become an employer of choice and deliver financial and clinical sustainability around a clinical leadership model			
Corporate Impact Assessment:			
Legal and regulatory impact	Yes		
Financial impact	Yes		
Patient Experience/Engagement	Yes		

Risk & Performance Management	Yes
NHS Constitution/Equality & Diversity/Communication	Yes
Attachment:	

Chief Nurse/ Medical Director Report – 25 February 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, a summary of the recent correspondence in relation to staffing and efficiency and on recruitment activity.

2. Staffing Planned versus Actual – January 2016

Ward	Ward Specialty	Entries	RN Day	RN Night	NA Day	NA Night	Total Day	Total Night	Overall
Abinger Ward	430 - GERIATRIC MEDICINE	31	94%	100%	89.98%	100%	91.86%	100%	94.83%
Acute Medical Unit	300 - GENERAL MEDICINE	31	96.76%	98.16%	90.57%	95.16%	94.94%	97.07%	95.89%
Birthing Centre	501 - OBSTETRICS	31	100%	82.26%	N/A	N/A	100%	82.26%	91.13%
Bletchingley Ward	300 - GENERAL MEDICINE	31	97.83%	100%	95.6%	100%	96.77%	100%	98.05%
Brockham Ward	502 - GYNAECOLOGY	31	95.27%	91.4%	93.44%	109.68%	94.67%	95.97%	95.19%
Brook Ward	100 - GENERAL SURGERY	31	100%	98.39%	89.85%	N/A	96.51%	98.39%	97.25%
Buckland Ward	101 - UROLOGY	31	95.32%	100%	92.77%	98.36%	94.41%	99.19%	96.18%
Burstow Ward	501 - OBSTETRICS	31	96.46%	81.72%	98.88%	98.39%	97.27%	88.39%	93.23%
Capel Annex I Ward	100 - GENERAL MEDICINE	31	99.19%	100%	97.48%	98.39%	98.46%	99.19%	98.72%
Capel Ward	430 - GERIATRIC MEDICINE	31	96.94%	98.91%	104.14%	96.83%	99.61%	98.06%	98.93%
Chaldon Ward	300 - GENERAL MEDICINE	31	93.12%	96.77%	98.4%	95.7%	95.37%	96.13%	95.63%
Charlwood Ward	301 - GASTROENTEROLOGY	31	91.66%	96.43%	100%	94.64%	94.63%	95.54%	94.97%
Cophorne Ward	301 - GASTROENTEROLOGY	31	100%	100%	100%	98.39%	100%	99.19%	99.68%
Coronary Care Unit	320 - CARDIOLOGY	31	89.2%	98.36%	N/A	100%	90.28%	98.9%	94.54%
Delivery Suite	501 - OBSTETRICS	31	98.36%	96.77%	96.7%	98.39%	97.95%	97.18%	97.56%
Discharge Lounge	300 - GENERAL MEDICINE	31	90.38%	96.77%	96.49%	93.55%	93.39%	95.16%	94.01%
Godstone Ward (Haem)	303 - CLINICAL HAEMATOLOGY	31	100%	100%	N/A	N/A	100%	100%	100%
Godstone Ward (Med)	300 - GENERAL MEDICINE	31	94.84%	100%	102.15%	101.08%	97.58%	100.54%	98.85%
Hazelwood	300 - GENERAL MEDICINE	31	100.7%	98.39%	97.78%	98.39%	99.26%	98.39%	98.91%
Holmwood Ward	320 - CARDIOLOGY	31	97.84%	100%	95%	101.61%	97.05%	100.81%	98.42%
ITU/HDU	192 - CRITICAL CARE MEDICINE	31	98.88%	99.47%	84.91%	93.33%	96.84%	99.01%	97.87%
Leigh Ward	110 - TRAUMA & ORTHOPAEDICS	31	101.17%	101.61%	94.68%	94.44%	98.27%	97.37%	97.93%
Meadvale Ward	430 - GERIATRIC MEDICINE	31	88.06%	100%	98.39%	100%	93.46%	100%	95.65%
Neonatal Unit	420 - PAEDIATRICS	31	96.15%	100.79%	98.56%	90.32%	96.89%	97.34%	97.1%

Newdigate Ward	110 - TRAUMA & ORTHOPAEDICS	31	93.94%	98.39%	106.2%	95.65%	99.03%	96.75%	98.16%
Nutfield Ward	430 - GERIATRIC MEDICINE	31	94.69%	100%	100%	100%	96.62%	100%	97.73%
Outwood Ward	420 - PAEDIATRICS	31	95.08%	96.24%	83.18%	80.65%	93.73%	94.01%	93.85%
Rusper Ward	501 - OBSTETRICS	31	100%	100%	N/A	N/A	100%	100%	100%
Surgical Assessment Unit	100 - GENERAL SURGERY	31	97.58%	98.39%	96.77%	100%	97.42%	99.19%	98.21%
Tandridge Ward	300 - GENERAL SURGERY	31	94.09%	100%	94.09%	98.39%	94.09%	99.19%	95.72%
Tilgate Annex	100 - GENERAL MEDICINE	31	96.77%	100%	99.67%	98.39%	97.84%	99.2%	98.3%
Tilgate Ward	300 - GENERAL MEDICINE	31	102.75%	110.71%	101.14%	110.71%	102.16%	110.71%	104.96%
Woodland Ward	100 - GENERAL SURGERY	31	92.16%	93.33%	105.38%	95%	97.15%	94.17%	96.17%
Total			96.42%	98%	97.05%	97.6%	96.63%	97.85%	97.12%

Commentary

The Trust has delivered planned versus actual staffing profile for January. The report in January shows an improving picture in relation to overall compliance which is up 0.6% and also in individual areas with no red shifts at unit level in month.

Nursing Recruitment

National and international nursing recruitment continues. The Filipino recruitment is continuing and the first cohort of staff of 10 staff have commenced in the Trust. In addition 6 trained nurses have also commenced from the EU bringing the total number of international nurses to commence in the organisation to approximately 60 since July 2015.

Nurse Associate Role Consultation

Health Education England (HEE) released a consultation document on 29 January which outlines proposals to develop the role of Nursing Associate. HEE is seeking views on the new role intended to sit between a Care Assistant with a care Certificate and a graduate Registered Nurse. In particular views are sought to;

- Identify the principles for the proposed new care role.
- Consider the learning outcomes that will need to be assessed to assure quality, safety and public confidence in the proposed role.
- Identify what academic achievement would be required, alongside the practical skills and how this learning should be best delivered and assessed.
- Consider whether or not the proposed role should be regulated – and if so, how and by whom
- Agree the title of this new role.

The proposed new role is intended to enable flexibility across the nursing and care workforce to ensure safe, high quality care and the principles of the proposed new role that it is:

- Firmly grounded in direct care provision working with patients, families and carers within communities
- Able to deliver care in a range of settings
- Able to work across a range of population groups and conditions to a defined level of competence with a greater emphasis on community and public health perspectives
- Aware of their boundaries of competence and expertise

- Able to work within multidisciplinary teams.

The anticipated benefits to the wider nursing and care workforce are seen as:

- Freeing up Registered Nurse capacity to concentrate on expert patient care, with time for high quality preparation, interaction, communications, planning and assessment, raising their status and enhancing the patient experience.
- Recognising the importance of career progression for Care Assistants (working with the professional regulators to develop a career progression pathway for the current workforce into an undergraduate nursing programme which, if approved, would allow for recognition of accreditation of prior learning thereby enabling an accelerated route from a *Nursing Associate* to Registered Nurse).
- Widening of the nursing career framework enabling progression from apprenticeship to senior nurse level, with opportunities to step “off and on”.
- A flexible and portable skillset that enables care provision across health and care settings.

Parameters of the role

The proposed scope of practice is focused on the delivery of the fundamental aspects of direct care. Its purpose is to improve standards of care, offer a new route into nursing and provide a higher skilled worker to enhance the current workforce. The Nursing Associate will work under the leadership of the Registered Nurse.

HEE has stated that the role will be piloted across 30 sites in 2016 and SASH has expressed an interest to be one of the pilot sites.

Responses are due by 11 March.

3. Recommendation

To note the report

Fiona Allsop
Chief Nurse
25 February 2016