

TRUST BOARD IN PUBLIC		Date: 24 November 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):		Victoria Daley, Deputy 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			
Chief Nurse Report			
<ul style="list-style-type: none"> The Safer Staffing report (March 2016 data) indicates that the Trust has delivered the planned versus actual staffing levels in the inpatient areas and maternity unit against existing template. Care Hours Per Patient Day (CHPPD) are reported for September Agency cap reporting Nursing Associates – fast followers 			
Medical Director Report			
<ul style="list-style-type: none"> New consultants appointed in anaesthetics, Ophthalmology and gastro-intestinal medicine HEKSS announce first cohort of regional Darzi Fellows 			
Recommendation:			
To note the recommendations of 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:	

TRUST BOARD REPORT – 24 November 2016 Chief Nurse/Medical Director 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 – October 2016

Please see appendix A.

Planned versus actual commentary

The Trust has delivered planned versus actual staffing profile for October. The report shows a stable picture in relation to overall compliance. The red shifts on Abinger, the Birthing Centre, Holmwood, Outwood and Tilgate were managed appropriately by the clinical teams, with no adverse impact on patient safety and care.

Care hours per patient day (CHPPD)

The report for October is shown in Appendix B. The data comparison with September shows that the CHPPD are broadly similar from previous months across the acute inpatient wards.

Care hours per patient day are calculated by dividing the total numbers of nursing hours on a ward or unit by the number of patients in beds at the midnight census. This calculation provides the average number of care hours available for each patient on the ward or unit. Currently the hours reported are for nursing in acute inpatient areas only. The Birthing Centre; Burstow Ward; Delivery Suite and Rusper Ward are therefore excluded.

This tool links with planned versus actual reporting and other data such as the safety thermometer, incident reporting, sickness rates, vacancy rates and professional judgement to determine the appropriate staffing levels for each ward or unit.

Agency Cap reporting to NHS Improvement

Since November 2015, the Trust has been required to report to NHS Improvement on the shifts that are above the rate cap, off a framework or both. The Trust continues to use Mayday as its Tier 1 nursing provider, however negotiations between the Trust and agencies continue.

At the current time, the majority of shifts used are above the agency-capped rate. These shifts are only to be used in 'break glass' circumstances, with the justification of each shift recorded on the Healthroster system. The total number of shifts used has remained largely static.

As of the 15th November, a 'cloud' based self-booking of bank shift facility on Healthroster has gone live. This enables bank staff members to view available shifts from their own devices and book themselves on directly, thus bypassing the need to contact and book the shifts via the Temporary Staffing Bureau. It is anticipated that this facility will prompt a higher uptake of bank shifts.

Nursing Associates

Health Education England (HEE) has announced the 11 partnership sites that will pilot the new nursing associate role. Over 1,000 nursing associates nationally will start their training in December, aiming to provide quality hands-on patient care, whilst giving assistance to nurses and support staff.

The new role aims to bridge the gap between health and care support workers who have a care certificate and graduate registered nurses. It has been developed to enable nurses to focus on the more advanced elements of their jobs, and to offer improved career pathway opportunities to emerging talent. NHS Employers are working closely with HEE and partners to make sure that employers are informed and their views represented throughout the development of this new role.

Due to the high level of interest received, HEE has announced that there will be a second tranche of pilots known as 'fast followers', which will double the anticipated 1,000 posts. Whilst the Trust was unsuccessful in its application for the initial pilot, it has applied to be an acute placement provider for a fast follower organisation in conjunction with Care Homes Surrey and Farnham College. It is anticipated that these trainee-nursing associates will commence their training in April 2017.

Medical Director Report

Five new appointments to consultant grade have been made since the October trust board. Drs Vageshwary Mikkere and Sonita Honnesh are joining as anaesthetic consultants, Drs Kapka Nanova and Senjal Nedarajah as medical retinal consultants and Dr Monira Rahman as an inflammatory bowel diseases consultant.

Health Education England (Kent Surrey and Sussex) have announced the first cohort of Darzi Fellows for KSS. These funded posts will spend 50% time on education and self-development, undertaking a post-graduate certificate through University of South Bank, London, and 50% of their time on a project. Project characteristics typically include working on a difficult problem involving many stakeholders. It is thought that senior medical trainees, and band 7 nurses and allied health professionals would be eligible for consideration. It is proposed that each STP will receive up to 6 fellows. If the programme runs well further cohorts will follow.

Recommendation

To board is asked to note the report

Fiona Allsop
Chief Nurse
November 2016

Dr Des Holden
Medical Director

Appendix A Staffing Planned versus Actual – October 2016

Ward	Ward Specialty	Entries	RN Day	RN Night	NA Day	NA Night	Total Day	Total Night	Overall
Abinger Ward	430 - GERIATRIC MEDICINE	31	98.85%	100%	79.02%	100%	88.62%	100%	93.01%
Acute Medical Unit	300 - GENERAL MEDICINE	31	98.32%	99.52%	83.84%	94.17%	94.08%	97.58%	95.61%
Birthing Centre	501 - OBSTETRICS	31	82.26%	77.42%	N/A	N/A	82.26%	77.42%	79.84%
Bletchingley Ward	300 - GENERAL MEDICINE	31	99.19%	100%	92.31%	96.77%	96.28%	98.39%	97.05%
Brockham Ward	502 - GYNAECOLOGY	31	97.88%	98.92%	86.11%	90.32%	93.97%	96.77%	95.09%
Brook Ward	100 - GENERAL SURGERY	31	100%	98.39%	97.87%	N/A	99.3%	98.39%	98.93%
Buckland Ward	101 - UROLOGY	31	97.85%	96.77%	97.48%	96.77%	97.69%	96.77%	97.36%
Burstow Ward	501 - OBSTETRICS	31	94.88%	83.87%	90.34%	95.16%	93.35%	88.39%	91.1%
Capel Annex I Ward	100 - GENERAL MEDICINE	31	97.58%	100%	91.4%	96.77%	94.93%	98.39%	96.19%
Capel Ward	430 - GERIATRIC MEDICINE	31	98.8%	100%	87.72%	83.87%	95.34%	93.55%	94.56%
Chaldon Ward	300 - GENERAL MEDICINE	31	93.7%	98.39%	96.75%	92.47%	94.99%	94.84%	94.93%
Charlwood Ward	301 - GASTROENTEROLOGY	31	99.16%	101.72%	94.14%	93.1%	97.33%	97.41%	97.36%
Cophthorne Ward	301 - GASTROENTEROLOGY	31	98.32%	100%	90.41%	92.86%	95.6%	96.43%	95.92%
Coronary Care Unit	320 - CARDIOLOGY	31	100%	100%	N/A	83.87%	100%	94.62%	97.31%
Delivery Suite	501 - OBSTETRICS	31	95.28%	96.24%	84.36%	98.39%	92.55%	96.77%	94.66%
Discharge Lounge	300 - GENERAL MEDICINE	31	96.38%	100%	96.97%	100%	96.67%	100%	97.85%
Godstone Ward (Haem)	303 - CLINICAL HAEMATOLOGY	31	96.77%	100%	95.83%	N/A	96.51%	100%	97.97%
Godstone Ward (Med)	300 - GENERAL MEDICINE	31	100%	100%	96.77%	92.39%	98.79%	96.22%	97.69%
Hazelwood	300 - GENERAL MEDICINE	31	97.48%	100%	95.7%	100%	96.59%	100%	97.95%

Holmwood Ward	320 - CARDIOLOGY	31	99.35%	100%	79.03%	93.33%	93.55%	96.67%	94.66%
ITU/HDU	192 - CRITICAL CARE MEDICINE	31	98.63%	100%	94.97%	83.33%	98.12%	98.74%	98.42%
Leigh Ward	110 - TRAUMA & ORTHOPAEDICS	31	99.07%	100%	96.99%	95.65%	98.21%	97.4%	97.89%
Meadvale Ward	430 - GERIATRIC MEDICINE	31	96.78%	100%	96.77%	98.39%	96.77%	99.19%	97.61%
Neonatal Unit	420 - PAEDIATRICS	31	95.05%	98.36%	100%	98.39%	96.51%	98.37%	97.4%
Newdigate Ward	110 - TRAUMA & ORTHOPAEDICS	31	96.89%	103.17%	97.41%	90.22%	97.11%	95.48%	96.47%
Nutfield Ward	430 - GERIATRIC MEDICINE	31	99.35%	100%	98.94%	98.41%	99.2%	99.2%	99.2%
Outwood Ward	420 - PAEDIATRICS	31	99.22%	103.18%	80.65%	58.06%	96.89%	95.74%	96.39%
Rusper Ward	501 - OBSTETRICS	31	99.72%	96.77%	N/A	N/A	100.25%	96.77%	99.09%
Surgical Assessment Unit	100 - GENERAL SURGERY	31	96.77%	100%	87.1%	96.77%	94.84%	98.39%	96.42%
Tandridge Ward	300 - GENERAL SURGERY	31	95.45%	100%	86.61%	90.32%	91.54%	95.16%	92.66%
Tilgate Annex	100 - GENERAL MEDICINE	31	99.36%	86.11%	89.11%	95%	95.48%	90.15%	93.64%
Tilgate Ward	300 - GENERAL MEDICINE	31	98.06%	100%	72.04%	96.77%	88.31%	99.19%	91.94%
Woodland Ward	100 - GENERAL SURGERY	31	95.9%	100%	100%	101.61%	97.45%	100.81%	98.57%
Total			97.63%	98.34%	91.29%	94.11%	95.48%	96.72%	95.98%

Appendix B

Only complete sites your organisation is accountable for			Day				Night				Day		Night		Care Hours Per Patient Day (CHPPD)			
Ward name	Main 2 Specialties on each ward		Registered midwives/nurses		Care Staff		Registered midwives/nurses		Care Staff		Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Cumulative count over the month of patients at 23:59 each day	Registered midwives/nurses	Care Staff	Overall
	Specialty 1	Specialty 2	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours								
Abinger Ward	430 - GERIATRIC MEDICINE		1302	1287	1387	1096	690	690	1000.5	1000.5	98.8%	79.0%	100.0%	100.0%	702	2.8	3.0	5.8
Acute Medical Unit	300 - GENERAL MEDICINE		3450	3392	1426	1195.5	2415	2403.5	1380	1299.5	96.3%	83.8%	99.5%	94.2%	987	5.9	2.5	8.4
Birthing Centre	501 - OBSTETRICS		713	586.5	0	0	713	552	0	0	82.3%	-	77.4%	-	57	20.0	0.0	20.0
Bletchingley Ward	300 - GENERAL MEDICINE	302 - ENDOCRINOLOGY	1426	1414.5	1046.5	966	713	713	713	690	99.2%	92.3%	100.0%	96.8%	607	3.5	2.7	6.2
Brockham Ward	502 - GYNAECOLOGY		1441	1410.5	716.5	617	1069.5	1058	356.5	322	97.9%	86.1%	98.9%	90.3%	533	4.6	1.8	6.4
Brook Ward	100 - GENERAL		713	713	352.5	345	713	701.5	0	0	100.0%	97.9%	98.4%	-	310	4.6	1.1	5.7
Buckland Ward	101 - UROLOGY		1418	1387.5	1053.5	1027	713	690	713	690	97.8%	97.5%	96.8%	96.8%	609	3.4	2.8	6.2
Burstow Ward	501 - OBSTETRICS		1426	1353	724.5	654.5	1069.5	897	713	678.5	94.9%	90.3%	83.9%	95.2%	564	4.0	2.4	6.4
Capel Annex 1 Ward	300 - GENERAL MEDICINE		1426	1391.5	1069.5	977.5	713	713	713	690	97.6%	91.4%	100.0%	96.8%	639	3.3	2.6	5.9
Capel Ward	430 - GERIATRIC		1587.5	1568.5	720.5	632	1069.5	1069.5	713	598	98.8%	87.7%	100.0%	83.9%	602	4.4	2.0	6.4
Chaldon Ward	300 - GENERAL MEDICINE		1936	1814	1414.5	1368.5	713	701.5	1069.5	989	93.7%	96.7%	98.4%	92.5%	817	3.1	2.9	6.0
Charlwood Ward	301 -		1367.5	1356	784.5	738.5	667	678.5	667	621	99.2%	94.1%	101.7%	93.1%	595	3.4	2.3	5.7
Cophorne Ward	301 -		1371	1348	719.5	650.5	644	644	644	598	98.3%	90.4%	100.0%	92.9%	585	3.4	2.1	5.5
Coronary Care Unit	320 - CARDIOLOGY		1069.5	1069.5	0	0	713	713	356.5	299	100.0%	-	100.0%	83.9%	239	7.5	1.3	8.7
Delivery Suite	501 - OBSTETRICS		2139	2038	713	601.5	2139	2058.5	713	701.5	95.3%	84.4%	96.2%	98.4%	160	25.6	8.1	33.7
Discharge Lounge	300 - GENERAL MEDICINE		635	612	628	609	345	345	345	345	96.4%	97.0%	100.0%	100.0%	150	6.4	6.4	12.7
Godstone Ward (Haem)	303 - CLINICAL		713	690	275.5	264	713	713	0	0	96.8%	95.8%	100.0%	-	176	8.0	1.5	9.5
Godstone Ward (Med)	300 - GENERAL MEDICINE	410 - RHEUMATOLOGY	1782.5	1782.5	1069.5	1035	1069.5	1069.5	1058	977.5	100.0%	96.8%	100.0%	92.4%	796	3.6	2.5	6.1
Holmwood Ward	320 - CARDIOLOGY		1782.5	1771	713	563.5	690	690	644	644	99.4%	79.0%	100.0%	93.3%	851	2.9	1.4	4.3
ITU/HDU	192 - CRITICAL CARE		4212	4154.5	685.5	651	4220.5	4220.5	345	287.5	98.6%	95.0%	100.0%	83.3%	453	18.5	2.1	20.6
Leigh Ward	110 - TRAUMA &		1606.5	1591.5	1129	1095	713	713	1058	1012	99.1%	97.0%	100.0%	95.7%	833	2.8	2.5	5.3
Meadvale Ward	430 - GERIATRIC		1287	1245.5	1426	1380	713	713	713	701.5	96.8%	96.8%	100.0%	98.4%	704	2.8	3.0	5.7
Neonatal Unit	420 - PAEDIATRICS		1625	1544.5	678.5	678.5	1403	1380	713	701.5	95.0%	100.0%	98.4%	98.4%	488	6.0	2.8	8.8
Newdigate Ward	110 - TRAUMA &		1591	1541.5	1178	1147.5	724.5	747.5	1058	954.5	96.9%	97.4%	103.2%	90.2%	760	3.0	2.8	5.8
Nutfield Ward	430 - GERIATRIC		1782.5	1771	1081	1069.5	713	713	724.5	713	99.4%	98.9%	100.0%	98.4%	862	2.9	2.1	4.9
Outwood Ward	420 - PAEDIATRICS		2487.5	2468	356.5	287.5	1805.5	1863	356.5	207	99.2%	80.6%	103.2%	58.1%	573	7.6	0.9	8.4
Rusper Ward	501 - OBSTETRICS		1426	1422	0	7.5	713	690	0	0	99.7%	-	96.8%	-	226	9.3	0.0	9.4
Surgical Assessment Unit	100 - GENERAL		1426	1380	356.5	310.5	713	713	713	690	96.8%	87.1%	100.0%	96.8%	222	9.4	4.5	13.9
Tandridge Ward	300 - GENERAL MEDICINE	340 - RESPIRATORY	1771	1690.5	1404	1216	713	713	713	644	95.5%	86.6%	100.0%	90.3%	672	3.6	2.8	6.3
Tilgate Annex	300 - GENERAL MEDICINE		1786	1774.5	1088	969.5	828	713	690	655.5	99.4%	89.1%	86.1%	95.0%	635	3.9	2.6	6.5
Tilgate Ward	300 - GENERAL MEDICINE	340 - RESPIRATORY	1782.5	1748	1046.5	747.5	1069.5	1069.5	356.5	345	98.1%	71.4%	100.0%	96.8%	787	3.6	1.4	5.0
Woodland Ward	100 - GENERAL		1782.5	1709.5	1081	1081	713	713	713	724.5	95.9%	100.0%	100.0%	101.6%	650	3.7	2.8	6.5