

TRUST BOARD IN PUBLIC		Date: 22 December 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 (November 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 November. • Three proposals for Darzi Fellows have been shortlisted by HEEKSS. 			
Recommendation:			
To note the report.			
Relationship to Trust Strategic Objectives & Assurance Framework:			
SO1: Safe – Deliver safe high quality and improving services which pursue perfection and be in the top 20% against our peers SO2: Effective – As a teaching hospital deliver effective, improving and sustainable clinical services within the local health economy SO3: Caring – Working in partnership with staff, families and carers SO4: Responsive – Become the secondary care provider of choice our catchment population SO5: Well led - Become an employer of choice and deliver financial and clinical sustainability around a patient focused clinical 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:			
NA			

Chief Nurse/ Medical Director Report
22 December 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 on recruitment activity.

2. Staffing Planned versus Actual – September 2016

Ward	Ward Specialty	Entries	RN Day	RN Night	NA Day	NA Night	Total Day	Total Night	Overall
Abinger Ward	430 - GERIATRIC MEDICINE	30	102.73%	100%	77.78%	98.85%	89.71%	99.31%	93.42%
Acute Medical Unit	300 - GENERAL MEDICINE	30	99.52%	100%	77.56%	90.52%	93.11%	96.55%	94.61%
Birthing Centre	501 - OBSTETRICS	30	76.67%	83.33%	N/A	N/A	76.67%	83.33%	80%
Bletchingley Ward	300 - GENERAL MEDICINE	30	97.5%	100%	96.63%	100%	97.13%	100%	98.18%
Brockham Ward	502 - GYNAECOLOGY	30	96.96%	98.89%	91.29%	80%	95.06%	94.17%	94.7%
Brook Ward	100 - GENERAL SURGERY	30	100%	100%	79.17%	N/A	93.04%	100%	95.81%
Buckland Ward	101 - UROLOGY	30	100%	98.33%	91.28%	95%	96.23%	96.67%	96.39%
Burstow Ward	501 - OBSTETRICS	30	93.01%	63.33%	74.86%	76.67%	86.96%	68.67%	78.64%
Capel Annex I Ward	100 - GENERAL MEDICINE	30	98.33%	100%	94.44%	100%	96.67%	100%	97.88%
Capel Ward	430 - GERIATRIC MEDICINE	30	100%	100%	86.96%	95%	96.03%	98%	96.89%
Chaldon Ward	300 - GENERAL MEDICINE	30	98.37%	98.33%	95%	91.11%	96.94%	94%	95.92%
Charlwood Ward	301 - GASTROENTEROLOGY	30	101.67%	98.15%	76.82%	94.34%	93.35%	96.26%	94.44%
Cophorne Ward	301 - GASTROENTEROLOGY	30	98.31%	100%	96.77%	95%	97.78%	97.5%	97.67%
Coronary Care Unit	320 - CARDIOLOGY	30	98.89%	100%	100%	86.67%	98.94%	95.56%	97.28%
Delivery Suite	501 - OBSTETRICS	30	95.89%	96.67%	78.84%	75%	91.63%	91.25%	91.44%
Discharge Lounge	300 - GENERAL MEDICINE	30	96.3%	100%	100%	100%	98.08%	100%	98.78%
Godstone Ward (Haem)	303 - CLINICAL HAEMATOLOGY	30	100%	100%	137.74%	N/A	103.9%	100%	102.06%
Godstone Ward (Med)	300 - GENERAL MEDICINE	30	100%	100%	93.33%	97.78%	97.5%	98.89%	98.1%
Hazelwood	300 - GENERAL MEDICINE	30	100%	100%	96.67%	100%	98.32%	100%	99%
Holmwood Ward	320 - CARDIOLOGY	30	100.67%	101.67%	68.33%	85%	91.43%	93.33%	92.12%
ITU/HDU	192 - CRITICAL CARE MEDICINE	30	98.61%	98.89%	97.13%	72.41%	98.41%	96.92%	97.69%
Leigh Ward	110 - TRAUMA & ORTHOPAEDICS	30	99.78%	100%	91.66%	96.67%	95.97%	98%	96.72%
Meadvale Ward	430 - GERIATRIC MEDICINE	30	98.81%	100%	96.61%	98.33%	97.67%	99.17%	98.19%
Neonatal Unit	420 - PAEDIATRICS	30	91.23%	98.33%	94.97%	93.1%	92.37%	96.63%	94.39%
Newdigate Ward	110 - TRAUMA & ORTHOPAEDICS	30	97.51%	100%	91.36%	95.56%	94.9%	97.33%	95.85%
Nutfield Ward	430 - GERIATRIC MEDICINE	30	101.33%	100%	94.64%	100%	98.88%	100%	99.25%

Outwood Ward	420 - PAEDIATRICS	30	95.24%	104.95%	84.67%	79.31%	94.03%	101.42%	97.17%
Rusper Ward	501 - OBSTETRICS	30	93.55%	95%	N/A	N/A	93.55%	95%	94.02%
Surgical Assessment Unit	100 - GENERAL SURGERY	30	100%	100%	90%	93.33%	98%	96.67%	97.41%
Tandridge Ward	300 - GENERAL SURGERY	30	98.05%	100%	86.88%	88.33%	93.14%	94.17%	93.45%
Tilgate Annex	100 - GENERAL MEDICINE	30	100.23%	87.32%	92.99%	96.67%	97.52%	91.6%	95.44%
Tilgate Ward	300 - GENERAL MEDICINE	30	100%	100%	73.33%	100%	90.13%	100%	93.39%
Woodland Ward	100 - GENERAL SURGERY	30	97.33%	100%	98.89%	98.33%	97.92%	99.17%	98.33%
Total			98.07%	97.86%	89.17%	93.03%	95.07%	96.02%	95.45%

Planned versus actual commentary

The Trust has delivered planned versus actual staffing profile for November. The red shifts particularly on Burstow were managed by the clinical team with no concerns regarding patient safety. There have been an increased number of nursing assistant gaps in the month which has been due to vacancy and sickness. These have again been proactively managed. Nursing assistant recruitment continues and new staff members will be joining through January.

Care hours per patient day (CHPPD)

Ward/Unit	ICD-10	ICD-9	ICD-8	ICD-7	ICD-6	ICD-5	ICD-4	ICD-3	ICD-2	ICD-1	ICD-0	ICD-99	ICD-98	ICD-97	ICD-96	ICD-95	ICD-94	ICD-93	ICD-92	ICD-91	ICD-90	ICD-89	ICD-88	ICD-87	ICD-86	ICD-85	ICD-84	ICD-83	ICD-82	ICD-81	ICD-80	ICD-79	ICD-78	ICD-77	ICD-76	ICD-75	ICD-74	ICD-73	ICD-72	ICD-71	ICD-70	ICD-69	ICD-68	ICD-67	ICD-66	ICD-65	ICD-64	ICD-63	ICD-62	ICD-61	ICD-60	ICD-59	ICD-58	ICD-57	ICD-56	ICD-55	ICD-54	ICD-53	ICD-52	ICD-51	ICD-50	ICD-49	ICD-48	ICD-47	ICD-46	ICD-45	ICD-44	ICD-43	ICD-42	ICD-41	ICD-40	ICD-39	ICD-38	ICD-37	ICD-36	ICD-35	ICD-34	ICD-33	ICD-32	ICD-31	ICD-30	ICD-29	ICD-28	ICD-27	ICD-26	ICD-25	ICD-24	ICD-23	ICD-22	ICD-21	ICD-20	ICD-19	ICD-18	ICD-17	ICD-16	ICD-15	ICD-14	ICD-13	ICD-12	ICD-11	ICD-10	ICD-9	ICD-8	ICD-7	ICD-6	ICD-5	ICD-4	ICD-3	ICD-2	ICD-1	ICD-0
Alford House	ICD-10	ICD-9	ICD-8	ICD-7	ICD-6	ICD-5	ICD-4	ICD-3	ICD-2	ICD-1	ICD-0	ICD-99	ICD-98	ICD-97	ICD-96	ICD-95	ICD-94	ICD-93	ICD-92	ICD-91	ICD-90	ICD-89	ICD-88	ICD-87	ICD-86	ICD-85	ICD-84	ICD-83	ICD-82	ICD-81	ICD-80	ICD-79	ICD-78	ICD-77	ICD-76	ICD-75	ICD-74	ICD-73	ICD-72	ICD-71	ICD-70	ICD-69	ICD-68	ICD-67	ICD-66	ICD-65	ICD-64	ICD-63	ICD-62	ICD-61	ICD-60	ICD-59	ICD-58	ICD-57	ICD-56	ICD-55	ICD-54	ICD-53	ICD-52	ICD-51	ICD-50	ICD-49	ICD-48	ICD-47	ICD-46	ICD-45	ICD-44	ICD-43	ICD-42	ICD-41	ICD-40	ICD-39	ICD-38	ICD-37	ICD-36	ICD-35	ICD-34	ICD-33	ICD-32	ICD-31	ICD-30	ICD-29	ICD-28	ICD-27	ICD-26	ICD-25	ICD-24	ICD-23	ICD-22	ICD-21	ICD-20	ICD-19	ICD-18	ICD-17	ICD-16	ICD-15	ICD-14	ICD-13	ICD-12	ICD-11	ICD-10	ICD-9	ICD-8	ICD-7	ICD-6	ICD-5	ICD-4	ICD-3	ICD-2	ICD-1	ICD-0
Alford House Unit	ICD-10	ICD-9	ICD-8	ICD-7	ICD-6	ICD-5	ICD-4	ICD-3	ICD-2	ICD-1	ICD-0	ICD-99	ICD-98	ICD-97	ICD-96	ICD-95	ICD-94	ICD-93	ICD-92	ICD-91	ICD-90	ICD-89	ICD-88	ICD-87	ICD-86	ICD-85	ICD-84	ICD-83	ICD-82	ICD-81	ICD-80	ICD-79	ICD-78	ICD-77	ICD-76	ICD-75	ICD-74	ICD-73	ICD-72	ICD-71	ICD-70	ICD-69	ICD-68	ICD-67	ICD-66	ICD-65	ICD-64	ICD-63	ICD-62	ICD-61	ICD-60	ICD-59	ICD-58	ICD-57	ICD-56	ICD-55	ICD-54	ICD-53	ICD-52	ICD-51	ICD-50	ICD-49	ICD-48	ICD-47	ICD-46	ICD-45	ICD-44	ICD-43	ICD-42	ICD-41	ICD-40	ICD-39	ICD-38	ICD-37	ICD-36	ICD-35	ICD-34	ICD-33	ICD-32	ICD-31	ICD-30	ICD-29	ICD-28	ICD-27	ICD-26	ICD-25	ICD-24	ICD-23	ICD-22	ICD-21	ICD-20	ICD-19	ICD-18	ICD-17	ICD-16	ICD-15	ICD-14	ICD-13	ICD-12	ICD-11	ICD-10	ICD-9	ICD-8	ICD-7	ICD-6	ICD-5	ICD-4	ICD-3	ICD-2	ICD-1	ICD-0
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CHPPD commentary

The report for November is shown above. The data comparison with October 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 for nursing only in acute inpatient wards which are shown the white. The orange areas are excluded.

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

3. Medical Director report

The Trust has held joint interviews with the University of Surrey for the new professor of diseases of Elderly. The post was not filled on this occasion and will be re-advertised in the new year.

The Trust put forward proposals to be included in the first cohort of Darzi Fellows for HEKSS (Health Education England Kent Surrey and Sussex), of which three have been successfully shortlisted for the final selection process.

4. Recommendation

To note the report

Fiona Allsop
Chief Nurse
22 December 2016

Dr Des Holden
Medical Director

Care Hours Per Patient Day

Care hours per patient day have been developed to quantify the nursing time available to each patient by the available registered nursing staff and nursing assistants.

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		1,302	1,287	1,422	1,361	713	713	1,070	1,070	98.8%	95.7%	100.0%	100.0%	711	2.8	3.4	6.2
Acute Medical Unit	300 - GENERAL MEDICINE		3,462	3,435	1,426	1,376	2,496	2,496	1,426	1,380	99.2%	96.5%	100.0%	96.8%	991	6.0	2.8	8.8
Birthing Centre	501 - OBSTETRICS		713	713	-	-	713	667	-	-	100.0%	-	93.5%	-	41	33.7	0.0	33.7
Bletchingley Ward	300 - GENERAL MEDICINE	302 - ENDOCRINOLOGY	1,426	1,422	1,155	1,178	1,070	1,058	713	736	99.7%	102.0%	98.9%	103.2%	731	3.4	2.6	6.0
Brockham Ward	502 - GYNAECOLOGY		1,426	1,403	713	679	1,070	1,070	357	334	98.4%	95.2%	100.0%	93.5%	556	4.4	1.8	6.3
Brook Ward	100 - GENERAL SURGERY		713	713	345	333	713	713	-	-	100.0%	96.7%	100.0%	-	308	4.6	1.1	5.7
Buckland Ward	101 - UROLOGY		1,445	1,403	932	928	713	702	713	702	97.1%	99.6%	98.4%	98.4%	624	3.4	2.6	6.0
Burstow Ward	501 - OBSTETRICS		1,426	1,403	713	659	1,070	955	713	679	98.4%	92.4%	89.2%	95.2%	531	4.4	2.5	7.0
Capel Annex 1 Ward	300 - GENERAL MEDICINE		1,426	1,403	1,070	1,024	713	713	713	702	98.4%	95.7%	100.0%	98.4%	665	3.2	2.6	5.8
Capel Ward	430 - GERIATRIC MEDICINE		1,539	1,539	713	740	1,070	1,047	713	713	100.0%	103.7%	97.8%	100.0%	614	4.2	2.4	6.6
Chaldon Ward	300 - GENERAL MEDICINE		1,955	1,853	1,426	1,380	713	713	1,070	1,058	94.8%	96.8%	100.0%	98.9%	821	3.1	3.0	6.1
Charlwood Ward	301 - GASTROENTEROLOGY		1,375	1,409	838	830	713	713	713	713	102.5%	99.1%	100.0%	100.0%	604	3.5	2.6	6.1
Copthorne Ward	301 - GASTROENTEROLOGY		1,426	1,415	730	707	713	690	713	713	99.2%	96.8%	96.8%	100.0%	588	3.6	2.4	6.0
Coronary Care Unit	320 - CARDIOLOGY		1,070	1,047	-	-	725	713	345	357	97.8%	-	98.4%	103.3%	227	7.8	1.6	9.3
Delivery Suite	501 - OBSTETRICS		2,139	2,066	713	671	2,139	2,105	667	644	96.6%	94.0%	98.4%	96.6%	134	31.1	9.8	40.9
Discharge Lounge	300 - GENERAL MEDICINE		611	596	602	590	357	357	357	357	97.5%	98.1%	100.0%	100.0%	74	12.9	12.8	25.7
Godstone Ward (Haem)	303 - CLINICAL HAEMATOLOGY		713	702	311	306	713	713	-	-	98.4%	98.6%	100.0%	-	182	7.8	1.7	9.5
Godstone Ward (Med)	300 - GENERAL MEDICINE	410 - RHEUMATOLOGY	1,783	1,737	1,070	1,104	1,070	1,070	1,070	1,058	97.4%	103.2%	100.0%	98.9%	788	3.6	2.7	6.3
Holmwood Ward	320 - CARDIOLOGY		1,783	1,771	713	690	713	713	713	702	99.4%	96.8%	100.0%	98.4%	841	3.0	1.7	4.6
ITU/HDU	192 - CRITICAL CARE MEDICINE		4,536	4,387	745	650	4,451	4,405	357	345	96.7%	87.2%	99.0%	96.8%	468	18.8	2.1	20.9
Leigh Ward	110 - TRAUMA & ORTHOPAEDICS		1,591	1,568	1,201	1,254	713	702	1,070	1,070	98.6%	104.4%	98.4%	100.0%	852	2.7	2.7	5.4
Meadvale Ward	430 - GERIATRIC MEDICINE		1,280	1,208	1,426	1,380	713	713	713	713	94.4%	96.8%	100.0%	100.0%	709	2.7	3.0	5.7
Neonatal Unit	420 - PAEDIATRICS		1,598	1,502	701	724	1,449	1,380	690	633	94.0%	103.3%	95.2%	91.7%	560	5.1	2.4	7.6
Newdigate Ward	110 - TRAUMA & ORTHOPAEDICS		1,599	1,604	1,160	1,264	713	713	1,058	1,058	100.3%	109.0%	100.0%	100.0%	826	2.8	2.8	5.6
Nutfield Ward	430 - GERIATRIC MEDICINE		1,783	1,756	1,081	1,069	713	713	713	702	98.5%	98.9%	100.0%	98.4%	857	2.9	2.1	4.9
Outwood Ward	420 - PAEDIATRICS		2,421	2,344	322	230	1,783	1,760	357	299	96.8%	71.4%	98.7%	83.9%	571	7.2	0.9	8.1
Rusper Ward	501 - OBSTETRICS		1,426	1,392	-	-	713	713	-	-	97.6%	-	100.0%	-	248	8.5	0.0	8.5
Surgical Assessment Unit	100 - GENERAL SURGERY		1,426	1,403	357	357	713	713	713	713	98.4%	100.0%	100.0%	100.0%	254	8.3	4.2	12.5
Tandridge Ward	300 - GENERAL MEDICINE	340 - RESPIRATORY MEDICINE	1,820	1,793	1,414	1,380	713	702	713	656	98.5%	97.6%	98.4%	91.9%	684	3.6	3.0	6.6
Tilgate Annex	300 - GENERAL MEDICINE		1,783	1,783	1,070	1,058	736	713	713	702	100.0%	98.9%	96.9%	98.4%	642	3.9	2.7	6.6
Tilgate Ward	300 - GENERAL MEDICINE	340 - RESPIRATORY MEDICINE	1,786	1,752	1,070	1,035	1,081	1,081	357	357	98.1%	96.8%	100.0%	100.0%	797	3.6	1.7	5.3
Woodland Ward	100 - GENERAL SURGERY		1,783	1,783	1,047	1,024	713	713	713	713	100.0%	97.8%	100.0%	100.0%	666	3.7	2.6	6.4