Performance and Information Department
Performance Team

Liverpool Women's NHS Foundation Trust

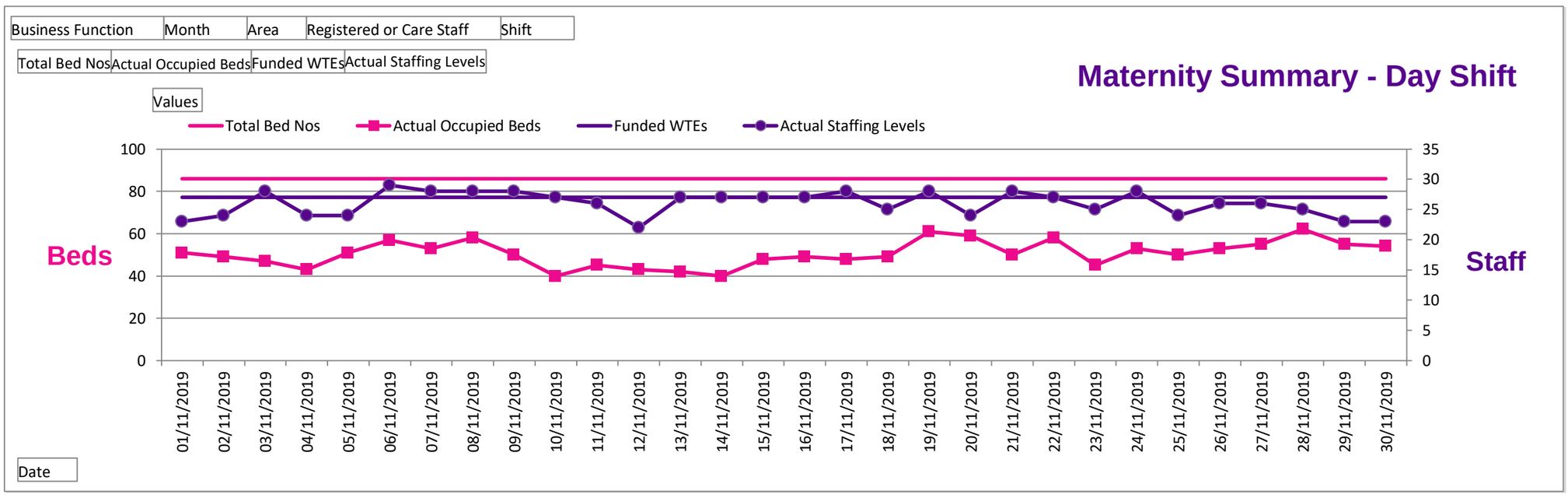
Staffing Report - Maternity (all Areas) November-2019 Last updated: 16/01/2020 at 08:45

Funded WTE	Registered	148.47
	Unregistered	43.64
	Total	**192.11**

Current WTE	Registered	147.73
	Unregistered	42.94
	Total	**190.67**

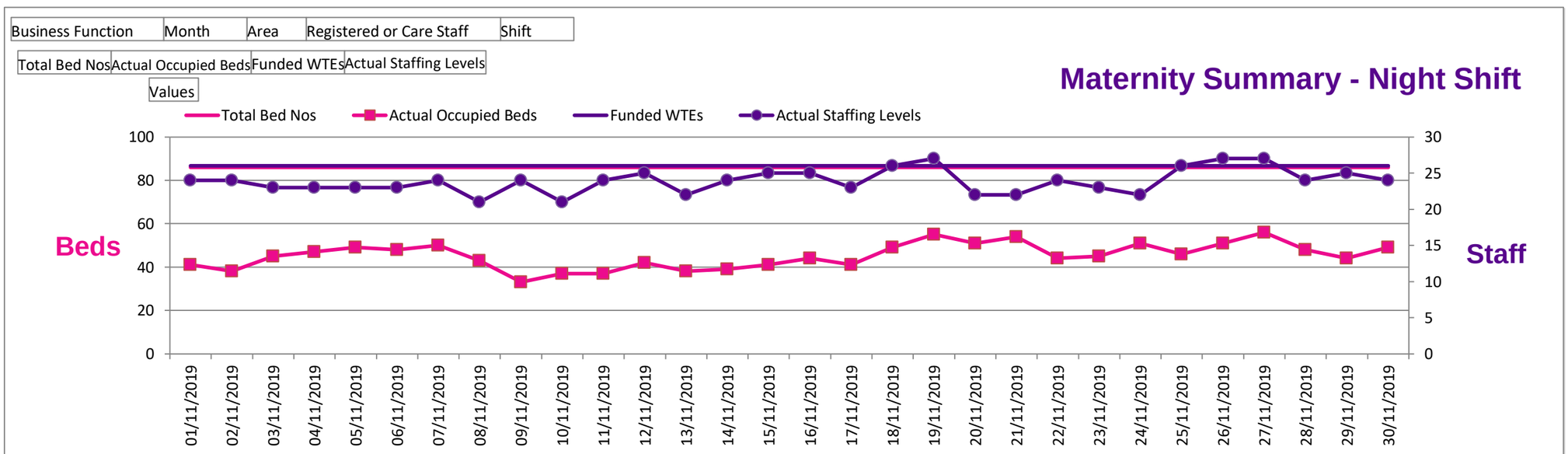
Number of shifts lost to Sickness Absence	Registered	191
	Unregistered	93
	Total	**284**

Day Shift



The maternity bed occupancy and staffing levels are monitored closely throughout the day and night. 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 November, this is due to sickness and maternity leave however the activity levels have also been reduced and staffing has remained appropriate the level of activity this month.. Staff have been redeployed to areas as required based on acuity and activity. The activity and staffing are being monitored 4 hourly by the maternity bleep holder and staff are relocated to peaks of clinical activity. Additional requirement in October has been successful and the staff will be expected to commence in January / February 2010

Night Shift



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

Narrative

Staffing has again been below expected levels for the month of November, however there has been a noted decline in clinical activity and staffing has been appropriate to the activity across the service. The 104 bleep holder reviews the activity 4 hourly and redeploys staff to the required areas as appropriate

Staffing Concerns

Number of shifts where staffing levels are not compliant with planned levels	130
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 243 to 284, managers are adhering to attendance management policy and this has seen a reduction in the long term sickness. Successful recruitment was undertaken in October to cover Maternity and vacancies however the staff will not be in post until Jan/ February 2020. 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.

Signed	S. Orchard	Date	14.01.20

Key

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