

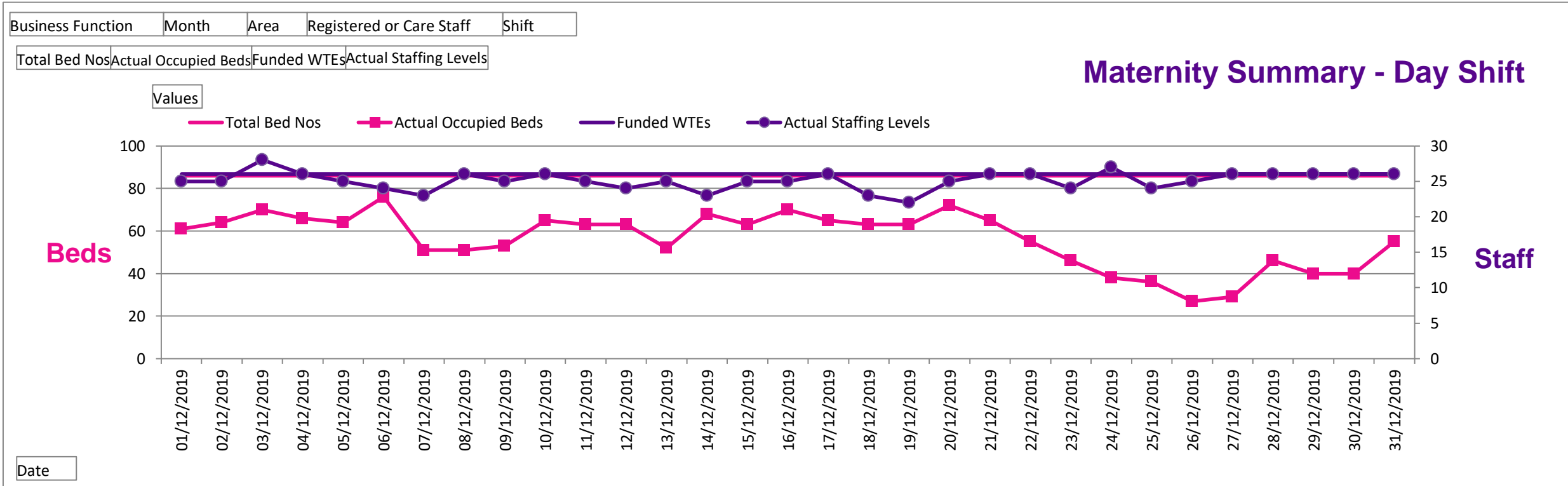
Staffing Report - Maternity (all Areas)

December-2019

Last updated: 16/01/2020 at 11:29

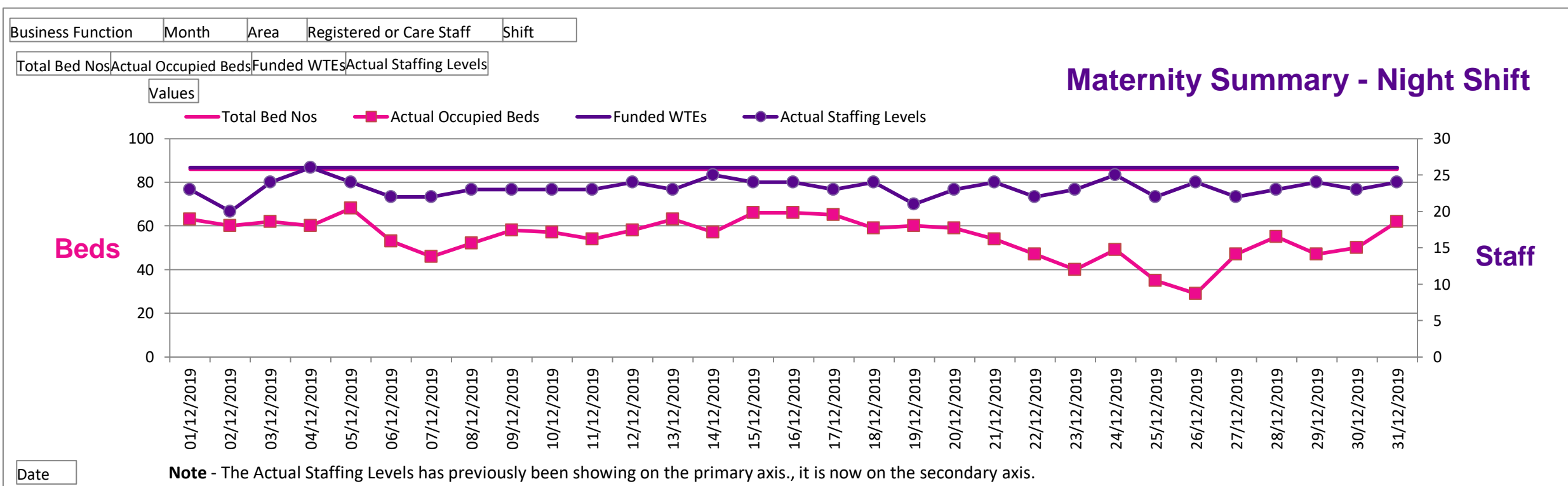
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|-------------------|---------------------|---------------|--------------------|---------------------|---------------|--|---------------------|------------|
| Funded WTE | Registered | 148.47 | Current WTE | Registered | 144.78 | Number of shifts lost to Sickness Absence | Registered | 151 |
| | Unregistered | 43.64 | | Unregistered | 42.46 | | Unregistered | 73 |
| | Total | 192.11 | | Total | 187.24 | | Total | 224 |

Day Shift



The maternity bed occupancy and staffing levels are monitored closely throughout the day. 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 December, this is due to vacancies, sickness and maternity leave however the activity levels have also been reduced with a noted reduction over the xmas period. Staffing has remained appropriate the level of activity this month.. Staff have been redeployed to areas as required based on acuity and activity. Jeffocate ward was closed for 14 days due to staffing and predominantly activity as there were minimal women suitable to be bedded on the ward. The activity and staffing are being monitored 4 hourly by the maternity bleep holder and staff are relocated to peaks of clinical activity. Additional recruitment 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

The maternity bed occupancy and staffing levels are monitored closely throughout the 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 December, this is due to vacancies, sickness and maternity leave however the activity levels have also been reduced with a noted reduction over the xmas period. Staffing has remained appropriate the level of activity this month.. Staff have been redeployed to areas as required based on acuity and activity. Jeffocate ward was closed for 16 nights due to staffing and predominantly activity as there were minimal women suitable to be bedded on the ward.

Staffing Concerns

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| Number of shifts where staffing levels are not compliant with planned levels | 82 |
| Number of staffing related concerns escalated to Matron or higher | 0 |

Ward Manager's Assurance Statement

The number of shifts lost to sickness has decreased since last month from 284 to 228 and managers are adhering to the attendance management policy and this has seen a reduction in 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. There has been a notable decrease in activity especially over the xmas period and this has been reflected in the decision to close Jeffocate ward on 14 days and 16 nights

Signed: S. Orchard Date: 15.01.2020

Key

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|---------------|--|
| 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 |