
Safe Staffing Report. August 2024

Safe Staffing Declaration

Across the last month, based on available data all the wards have been considered to have been safe and staffed to levels required to meet patient need. There continues to be a reliance on temporary staffing to achieve this position, due primarily to staffing vacancies with the mental health wards being most significantly impacted; and alongside this absence related factors have also contributed to reduced staffing availability. Whilst there is much support available to the wards from senior and specialist staff not factored into staffing rotas as well as therapy staff to achieve the right numbers, the continual reliance on temporary nursing staffing and reduced registered nursing staff on some shifts means that continuity of staffing was not always optimal and patient experience may have been compromised.

Analysis of staffing position

Right staff, right place and time

All our Mental Health and Community Wards are staffed to provide two registered staff on every shift and the shifts with less than two registered staff on duty are seen as a red flag and highlighted in the local dashboard. For Campion Unit (Learning Disability unit) the agreed staffing levels are two registered nurses during the day and one registered nurse at night.

On shifts with less than two registered nursing staff there were senior clinical staff on the wards (Ward Manager, Matron and for the mental health wards there is also a Clinical Development Lead/Charge Nurse) and therapy staff based on the wards 9-5pm during the week that provided support. Out of Hours there is a senior nurse covering Prospect Park mental health wards as well as on call arrangements covering all wards. At Prospect Park staff were moved across hospital (including APOS staff) to assist wards including where there less than 2 registered staff on duty to support meeting their minimal staffing requirements (shifts with less than 2 registered nursing staff are detailed in dashboard on page 3. These staff are not counted within the safer care tool and need to be factored in when assessing the provision of safe and appropriate care.

There were 3 reported staffing issues from Datix, with no or low harm. Triangulation of complaints, patient feedback and clinical patient safety incident data sets involving medication, falls, pressure ulcers, absent and missing patients, seclusions, prone restraints, self-harm and assaults did not reveal any incidents of moderate harm or above during the month because of staffing levels.

Temporary staffing.

The need for temporary staff continues to be driven by vacancy, absence, and the need to increase staffing numbers to meet acuity and need of patients.

	Total number temporary staffing shifts requested	Number of temporary shifts requested to fill registered staff gap	Total temporary shifts unfilled
PPH	3008	434	105
West Community Wards	791	284	101
East Community Wards	278	60	6
Campion	418	93	31

No identified impact on quality and safety of care provided because of staffing issues	Although there appears to be no direct correlation between staffing and any specific incidents that occurred during the month, the high number of temporary staff required throughout the month provides a challenge with delivering continuity of care and may compromise patient experience	There appears to be a correlation between staffing and specific incidents, safety was compromised
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Berkshire Healthcare Local Dashboard

Ward	Budgeted workforce	Vacancy		Sickness % /Mat leave-in brackets		No. of bank agency used WTE		Total available workforce		No. of shifts with less than 2 RN's	Occupancy %	Fill rate analysis (NQB) Actual hours worked divided by planned hours				Overall CHPPD	Patient experience feedback		RAG Rating	
		RN	HCA	RN	HCA	RN	HCA	RN	HCA			Day Shift		Night Shift			No. of Incidents reported where moderate harm or above was caused related to staffing	Patient experience scores (out of 5) lwGC		No. of complaints
		% Fill rate Registered nurses. (Rounded up to whole number).	% Fill rate unregistered nurses (including N/As) (Rounded up to whole number).	% Fill rate Registered nurses. (Rounded up to whole number).	% Fill rate unregistered nurses (including NAs) (Rounded up to whole number).															
Bluebell	42.9	4.7	8.3	3.6	8.7	2.84	11.3	10	22.8	3	97.9	98	121	99	134	10.2	0	4.28	0	
Daisy	42.9	5.7	10.6	4.1	1.5	3.07	10.8	9.3	30.4	2	98.4	98	117	100	141	11.2	0	3.60	1	
Rose	42.9	7.0	12.5	4.3	4.6	3.04	19.9	9.6	35.7	7	94.9	97	149	97	169	11.8	0	4.29	0	
Snowdrop	42.9	7.3	6.5	3.7	4.4	5.25	11.5	9.9	34	0	98.4	100	131	100	167	11.2	0	3.56	0	
Orchid	61.3	3.2	19.6	14.5 (1)	12.6	3.4	35.0	10.7	56.4	10	85.5	96	276	99	242	13	0	3.40	1	
Rowan	61.3	2.3	21.9	1	9.1	1.87	31.4	11.7	53.3	0	73.1	113	231	100	240	25.2	0	4.16	2	
Sorrel	42.9	7.6	13.7	0 (1)	8.9	4.39	13.3	17.9	27.6	10	97.9	100	117	84	146	18.4	0	4.37	1	
Campion	33	1.3	0.6	4	6.9	4.56	19.3	13.5	38.	0	88.9	161	210	200	197	35	0	5.0	0	
Donnington	64.3	1	1.03	7.9 (1)	8.5	7.34	8.1	23.1	35.7	0	88.5	93	100	97	100	7.1	0	4.62	1	
Highclere										9	88.4	95	83	149	99				9.0	0
Oakwood	32.1	-0.2	0.6	7.7 (1)	9.2	2.29	4.8	13.5	38.1	0	96.4	97	108	100	100	7.0	0	4.42	0	
Ascot	55.8	0	0.85	9.5 (1)	6.5	5.04	11	23.9	30.6	3	89.2	94	104	102	236	8.3	0	4.34	0	
Windsor										1	90.7	92	100	99	219				6.7	0
Henry Tudor	32.9	-0.6	3.8	7.6	9.9	1.99	7.2	15.7	16.8	0	81.6	92	92	161	135	7.2	0	4.40	0	
Jubilee	30.6	4.6	-0.94	7.5	2.3	1.88	5.2	8.9	20.8	1	87.6	90	90	100	150	9.6	0	4.71	0	

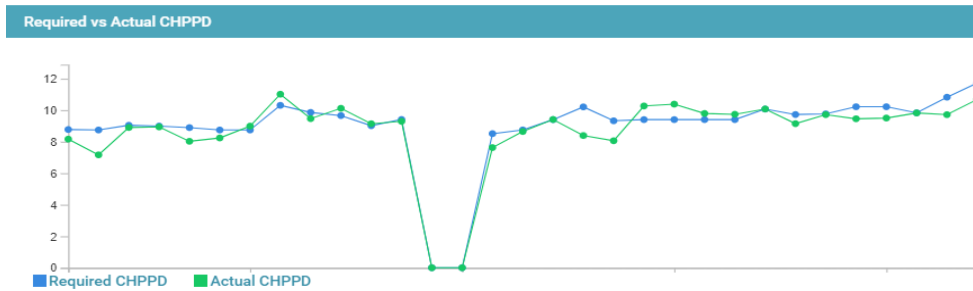
Appendix

Safecare Data for all Berkshire Healthcare Wards July 2024

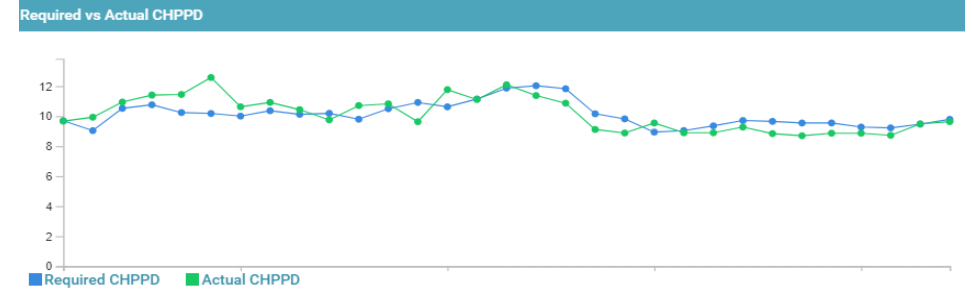
Prospect Park Hospital

At PPH all the wards have dedicated therapy resources which provide care to patients, there are also matrons and clinical development leads/charge nurses who are not included in the ward numbers or data below. Available data demonstrated that wards were safely staffed during July with available staffing matching patient need.

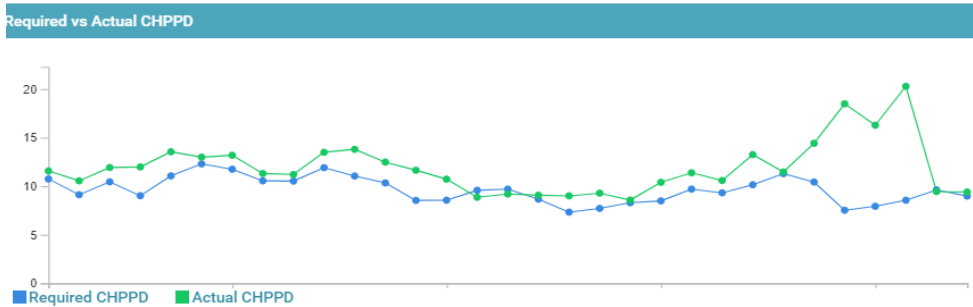
Bluebell:



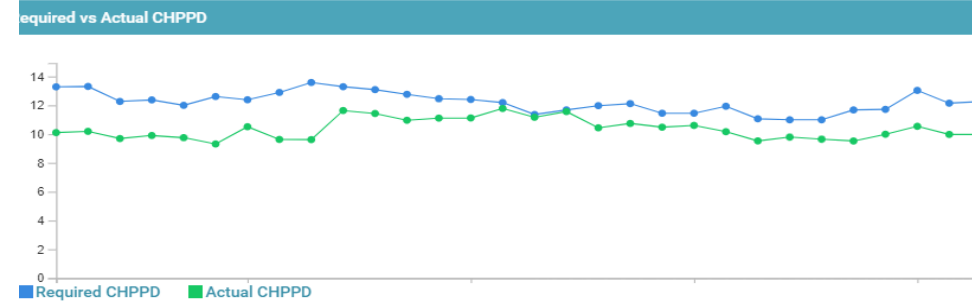
Daisy:



Rose:

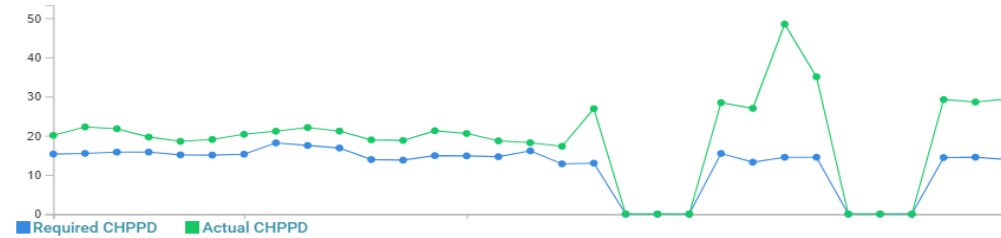


Snowdrop:



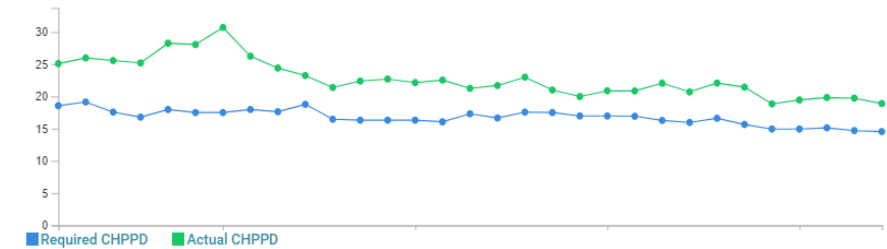
Orchid:

Required vs Actual CHPPD



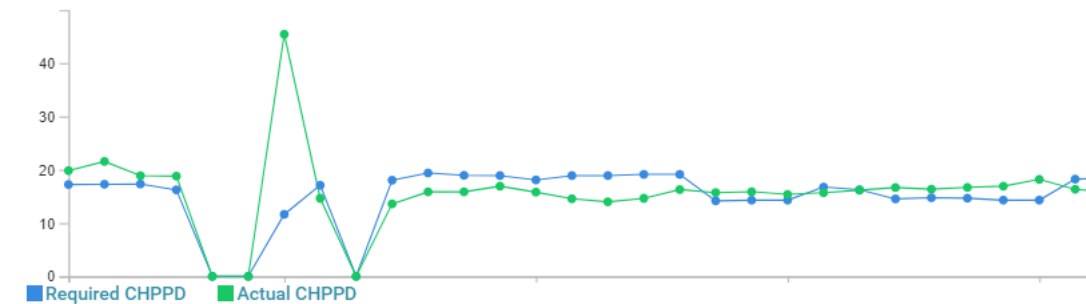
Rowan:

Required vs Actual CHPPD



Sorrel:

Required vs Actual CHPPD

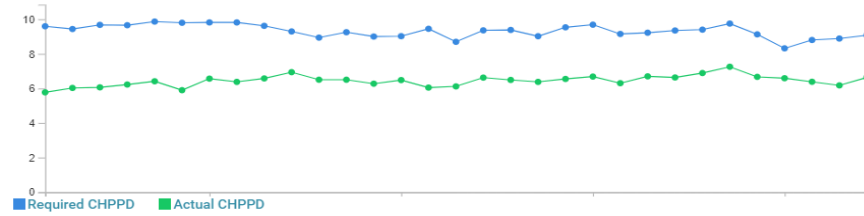


West Community Health Service Wards

All the rehabilitation wards across the Trust have therapy staff (Oakwood 6.18 WTE, Wokingham wards 13.67 WTE and West Berkshire wards 14.21 WTE). Across all the wards the safer care tool is indicating that the staffing was suboptimal for the acuity of patients. West Berks Community Hospital had high sickness in staff, and high acuity in patients, Oakwood had high dependency in their patients and a number of patients on 1:1's which is the reason for difference between actual and required at WBCH and Oakwood. There are staff not counted within Safecare, including ward managers and therapy staff who were on the ward to provide care and support to the patients. Further work is currently being undertaken around the West ward's establishment and dependency/acuity recording and utilising the up dated version of the Safer Nursing Care Tool to ensure data is accurate.

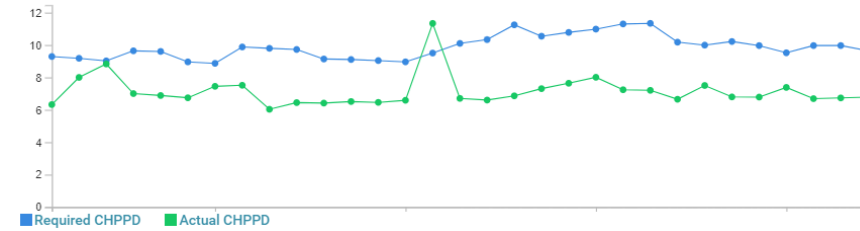
Oakwood Unit:

Required vs Actual CHPPD



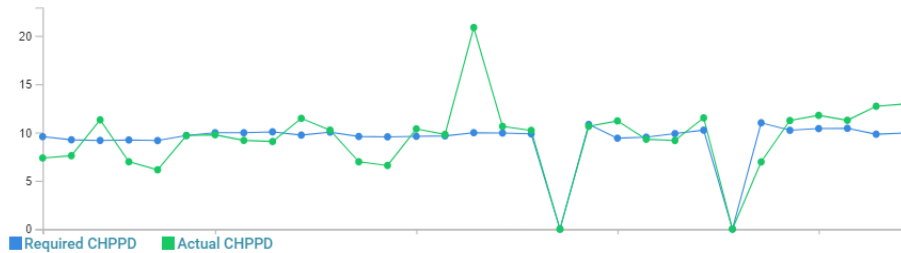
West Berkshire Community Hospital:

Required vs Actual CHPPD



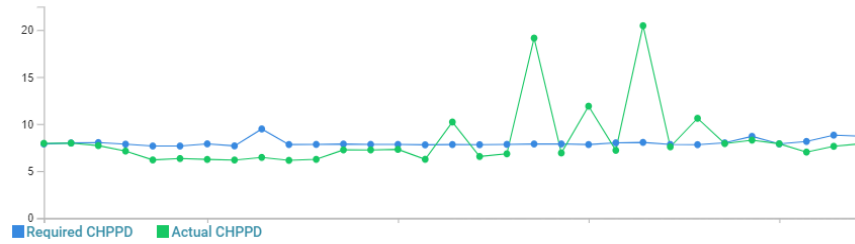
Wokingham Wards:

Required vs Actual CHPPD



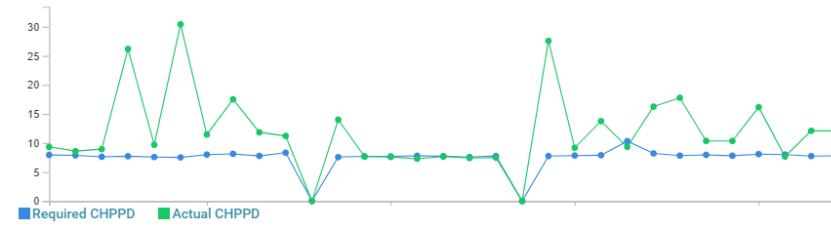
Henry Tudor Ward:

Required vs Actual CHPPD



Jubilee Ward:

Required vs Actual CHPPD



Campion Unit. Not available at present.

Debbie Fulton

Director of Nursing and Therapies

07/08/2024