

**24/7 Services Safe Staffing Information for January 2018**

**LEARNING DISABILITIES**

Our only 24/7 Learning Disability Service is Deacon Ward, which is an assessment unit for people who have a learning disability and are in crisis. The staffing mix in this unit is variable depending on how many people are using the service and their individual needs.

As a baseline they have 5 staff available in the day and 3 staff available at night, and at least one of these staff is always an RN. There are 2 RNs in the day where there is additional clinical need, such as the day of the MDT review. This baseline is then increased if a need such as an emergency or highly vulnerable admission.

Ward name	% Registered Day	% CSW Day	% Registered night	% CSW night
24/7 Deacon	183%	151%	94%	158%

Deacon and the ISS are now managed separately and the rosters have now been amended to reflect this.

**OLDER PERSONS MENTAL HEALTH**

Due to the care needs of people using our older people's services our skill mix includes a high proportion of care support workers to support people with their activities of daily living. The ratio of RNs per person was reviewed in July 2015 and extended from 1:9 to 1:10. The overall ratio of staff per person remained the same for each OP ward as previously. Currently we are working at safe staffing plus one on Victoria and Spenser ward to help deliver improved retention and safer care.

Ward name	% Registered Day	% CSW Day	% Registered night	% CSW night
24/7 Blake	91%	144%	95%	98%
24/7 Anderson	109%	170%	110%	221%
24/7 Clare	147%	157%	106%	311%
24/7 Juniper	101%	154%	106%	119%

From the start of December 2017, Bluebell 1, Bluebell 2, and Primrose ceased to operate as separate wards, and are now operating as one unit, with one roster. They commenced working on 3 RN and 6 HCA in the daytime, and 2 RN and 7 HCA in the night.

From 16<sup>th</sup> January 2018, the Meadows have been required to increase their bed capacity due to high clinical need, and so are now working on 3 RN and 6 HCA on both day and night shifts.

Additional staff has been used for clinical need. Spenser ward have occasionally increased levels of HCA staff working when they have been unable to get sufficient numbers of RN staff.

## WORKING AGE ADULTS

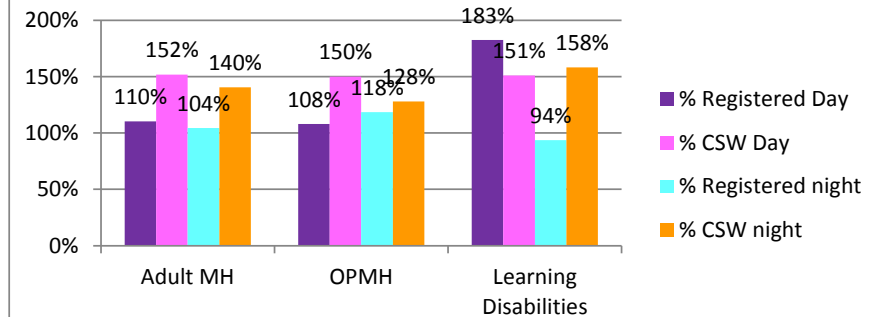
Due to the high levels of dependency and the acuity of some of the people using our 24/7 wards, there is a need for quick responsiveness and flexibility regarding additional resources due to clinical need. There can be sudden changes in people's individualised care, such as people needed enhanced levels of observation or requiring nursing escorts.

Ward name	% Registered Day	% CSW Day	% Registered night	% CSW night
24/7 Blake	91%	144%	95%	98%
24/7 Anderson	109%	170%	110%	221%
24/7 Clare	147%	157%	106%	311%
24/7 Juniper	101%	154%	106%	119%
24/7 Magnolia	93%	164%	99%	101%
24/7 Mulberry	107%	157%	107%	107%
24/7 Rowan	140%	118%	109%	215%
<b>Total</b>	<b>110%</b>	<b>152%</b>	<b>104%</b>	<b>140%</b>

There has been use of additional staffing across all wards this month, with the biggest use of additional staffing on Clare, Anderson and Rowan. This has been due to enhanced clinical demand such as people needing enhanced observations and escorts. Anderson in particular has required increased staffing due to people on the ward needing enhanced observations due to risk. Clare has had a high number of escort duties.

## TRUST WIDE DATA

### January 2018- Overall fill rates by directorate and worker type



### January 2018- Distribution of interim staff cover

