

24/7 Services Safe Staffing Information for March 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 | 189% | 203% | 97% | 171% |

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

Additional staffing has been used to meet enhanced clinical need. Clinical demand has been higher in the day than at night.

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 Victoria | 125% | 209% | 112% | 195% |
| 24/7 The Meadows | 95% | 152% | 148% | 127% |
| 24/7 Spenser | 98% | 133% | 99% | 124% |
| Total | 104% | 161% | 120% | 141% |

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 16th 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 seen a reduced fill rate for RN staff at night this month. Victoria have had a high number of enhanced observations for falls management.

WORKING AGE ADULTS

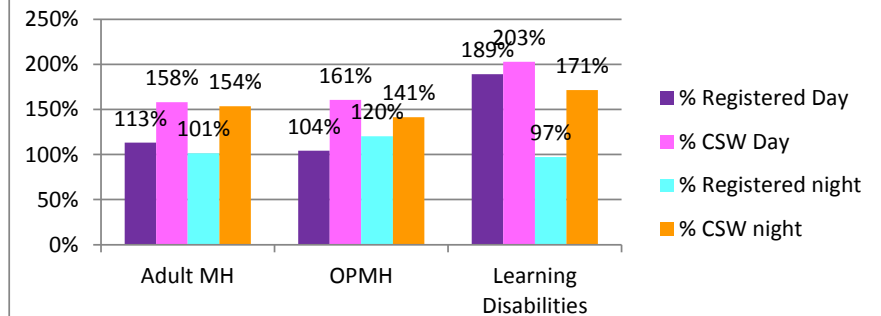
Due to the high levels of dependency and the acuity of some of the people using our 24/7 wards, there is a need for quick responsiveness and flexibility regarding additional resources due to clinical need. There can be sudden changes in people's individualised care, such as people needed enhanced levels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

| Ward name | % Registered Day | % CSW Day | % Registered night | % CSW night |
|---------------|------------------|-------------|--------------------|-------------|
| 24/7 Blake | 108% | 143% | 96% | 105% |
| 24/7 Anderson | 108% | 168% | 100% | 220% |
| 24/7 Clare | 134% | 162% | 106% | 346% |
| 24/7 Juniper | 98% | 164% | 104% | 114% |
| 24/7 Magnolia | 96% | 181% | 92% | 136% |
| 24/7 Mulberry | 111% | 163% | 104% | 116% |
| 24/7 Rowan | 147% | 125% | 108% | 242% |
| Total | 113% | 158% | 101% | 154% |

There has been use of additional staffing across all WAA services this month due to enhanced acuity.

TRUST WIDE DATA

March 2018- Overall fill rates by directorate and worker type



March 2018- Distribution of interim staff cover

