

<b>Report to:</b>	<b>Public Board of Directors</b>	<b>Agenda item:</b>	<b>9</b>
<b>Date of Meeting:</b>	<b>31 May 2017</b>		

<b>Title of Report:</b>	<b>Six Monthly Safer Staffing Report</b>
<b>Status:</b>	<b>To note</b>
<b>Board Sponsor:</b>	<b>Helen Blanchard, Director of Nursing and Midwifery</b>
<b>Author:</b>	<b>Jan Lynn, Lead Nurse, Workforce Development and Education</b>
<b>Appendices</b>	<b>None</b>

<b>1. Executive Summary of the Report</b>
<p>There is a requirement post the publication of the Francis Report, 2013 and the new nursing vision 'Compassion in Practice' that all NHS organisations will take a 6 monthly report to their board on the nurse staffing levels and whether they are adequate to meet the acuity and dependency of their patient's population.</p> <p>This report serves as the six monthly safer staffing review at the RUH.</p> <p>The report provides summary details of the National Quality Board (NQB) expectations and compliance against these and current NICE guidance regarding safe staffing levels. The report informs the Board of progress to date and further actions.</p> <p>This report covers adult and paediatric nursing and also includes midwifery and informs the Board of relevant NICE and RCN guidance and relevant staffing benchmarks.</p> <p>The report updates the Board on the six monthly SNCT review of adult general wards nursing establishment's undertaken in February 2017.</p> <p>The report informs the Board of the nursing and midwifery risks on the Trust's risk register and those that are the current top highest risks.</p> <p>The report includes the nursing and midwifery pay costs for year-end position 2016/17 and actions taken to control expenditure.</p>

<b>2. Recommendations (Note, Approve, Discuss)</b>
<p>The Board are asked to note the contents of this report which outlines the progress to date and further actions planned to ensure staffing levels are safe, effectively managed and are being published in accordance with national and local guidelines.</p>

<b>3. Legal / Regulatory Implications</b>
<p>National Quality Board Requirements ( Nov 2013 and April 2016)          NICE Guidelines (2014 and 2015)          CQC Regulation 9: Person Centred Care          CQC Regulation 12: Safe care and treatment          CQC Regulation 18: Staffing          CQC Regulation 19: Fit and proper persons employed</p>

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<b>4.</b>	<b>Risk (Threats or opportunities, link to a risk on the Risk Register, Board Assurance Framework etc.)</b>
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- Risk to CQC registration if standards are not met
- Non-compliance with National Quality Board and NICE requirements on staffing
- Registered Nurse vacancies on the Risk Register

<b>5.</b>	<b>Resources Implications (Financial / staffing)</b>
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Resources and financial implications to be addressed as part of Trust's yearly Trust's Business Planning cycle and Divisional planning priorities.

<b>6.</b>	<b>Equality and Diversity</b>
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Compliance with the Equality and Diversity Policy

<b>7.</b>	<b>References to previous reports</b>
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Monthly Quality Report and Nursing Quality Indicators and Exception Report  
Nursing, Midwifery and Care Staff Strategy January 2017  
Six monthly Safer Staffing Report October 2016

<b>Freedom of Information</b>
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