

REPORT TO THE TRUST BOARD (PUBLIC)

REPORT TITLE	Non-medical Safe Staffing Review – Developing Workforce Safeguards (6 monthly review –establishment review)
AUTHOR	Jack Stevens, Deputy Chief Nurse (Nursing & Overarching Report) Penny Snowden Director of Midwifery (Midwifery) Susan Bentley, Lead AHP (AHP report)Name Surname, Job Title
EXECUTIVE SPONSOR	Jo Bennis, Chief Nurse
DATE OF MEETING	June 2021
PRESENTED FOR	Information
ITEM PREVIOUSLY CONSIDERED BY	People and Culture Committee (25 May 2021)

Presented For: Definitions

Information	For information only. Not to be discussed at meeting unless members have specific questions.
Discussion	For discussion and possibly future decision. This includes items presented for assurance.
Decision	For approval and/or when any other decision is required

PURPOSE OF THE REPORT

The assessment of the Nursing, Midwifery and AHPs establishments setting in relationship to skill mix, acuity and dependency must be reported to the board, by ward or service area twice a year, in accordance with NHS Improvement (2018) and National Quality Board (NQB) guidance.

This report gives assurance to the Board of the detailed review and methodology used. It has been scrutinised through the People and Culture Committee and shared with the Divisional Triumvirates.

Discussed and reviewed at people and culture committee.

Board to accept report as recommended by sub board committee for information and ask any specific questions if required.

RISKS RELEVANT TO THE PAPER

Risk ID	Risk Description
101951	High level trained nursing vacancies (Emergency and Medicine)
102856	Insufficient Speech and Language Therapists with specialist and highly specialist dysphagia competencies at PCH
103099	Covid 19 risk: <ul style="list-style-type: none"> - Staffing Levels, - Shielding levels - Sickness levels - Respiratory Patient numbers + Acuity - ICU surge levels (i.e. redeployment)
103199	
103099	
103243	
103096	

RISK APPETITE RELEVANT TO THE PAPER (insert relevant section from Risk Appetite Statement)

DOMAIN	TRUST RISK APPETITE LEVEL	DESCRIPTION OF RISK APPETITE
Quality Outcomes	Cautious – preference for safe delivery options that have a low degree of inherent risk and may only have limited potential for reward.	Tolerance for risk taking limited to those events where there is little chance of any significant negative impact on quality or safety of care. Decision making authority generally held by senior clinicians.

THE BOARD IS ASKED TO:

1. <i>Accept the report as recommended by the People and Culture Committee</i>
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STRATEGIC GOALS THIS REPORT SUPPORTS (Check all that apply)

Delivering outstanding care and experience	<input checked="" type="checkbox"/>
Recruiting developing and retaining our workforce	<input checked="" type="checkbox"/>
Improving and developing our services and infrastructure	<input checked="" type="checkbox"/>
Working together with local health and social care providers	<input type="checkbox"/>
Delivering financial sustainability	<input checked="" type="checkbox"/>

OTHER IMPLICATIONS OF THE PAPER

Legal/ Regulatory Relevance:	NHS Improvement and NHS England CQC Fundamental Standards: Person-centred care (Regulation 9) CQC Fundamental Standards: Safe care and treatment (Regulation 12 CQC Fundamental Standards : Staffing (Regulation 18)
NHS Constitution Delivery	Make decisions in a clear and transparent way, so that patients and the public can understand how services are planned and delivered.
Freedom of Information Release	This report can be released under the Freedom of information Act 2000

Equality and Diversity Implications (Check all that apply)

Age	Gender	Ethnicity	Disability	Pregnancy/ Maternity	Marriage/ Civil Partnership	Religion/ Belief	Sexual Orientation	Gender Reassignment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Additional comments</i>								