

STANDARDISED REPORT COMMUNICATION

REPORT DETAILS

Report subject:	Safer Staffing Six Monthly Review
Agenda ref. no:	18-19-121
Report to (meeting):	Board of Directors
Action required:	Discussion and Approval
Date of meeting:	30/01/2019
Presented by:	Avril Devaney, Director of Nursing Therapies and Patient Partnership

Which strategic objectives this report provides information about:	
Deliver high quality, integrated and innovative services that improve outcomes	Yes
Ensure meaningful involvement of service users, carers, staff and the wider community	No
Be a model employer and have a caring, competent and motivated workforce	Yes
Maintain and develop robust partnerships with existing and potential new stakeholders	No
Improve quality of information to improve service delivery, evaluation and planning	Yes
Sustain financial viability and deliver value for money	Yes
Be recognised as an open, progressive organisation that is about care, well-being and partnership	Yes
Which CQC quality of service domains this report reflects:	
Safe services	Yes
Effective services	Yes
Caring services	Yes
Services that are responsive to people's needs	Yes
Well-led services	Yes
Which NHSI quality governance framework/ well-led domains this report reflects:	
Strategy	Yes
Capability and culture	Yes
Process and structures	Yes
Measurement	Yes
Does this report provide any information to update any current strategic risks? If so, which?	
See current risk register in the agenda of the public meeting of the Board of Directors at http://www.cwp.nhs.uk/about-us/board-members/our-board-meetings	No
Click here to enter text.	
Does this report indicate any new strategic risks? If so, describe and indicate risk score:	
See current integrated governance strategy: CWP policies – policy code FR1	No
Click here to enter text.	

REPORT BRIEFING

Situation – a concise statement of the purpose of this report
<p>This report has been produced to provide Board members with details of the findings of the Safer Staffing six month review, covering May – November 2018, in line with NHS England and the National Quality Board [NQB] requirements. The information in this report is based on meetings with staff members, safer staffing group meetings, desk top review, and analysis of data.</p>

Background – contextual and background information pertinent to the situation/ purpose of the report

In January 2014, the Operational Board and Board of Directors received and approved a paper setting out the Trust's current position in relation to ward staffing, vacancies, skill mix and areas for improvement following a comprehensive review led, on behalf of the Board, by the Associate Director of Nursing & Therapies (MH). Since the initial review there have been nine, six monthly follow up reviews (including this one). Additionally, monthly reports have been provided to the Board of Directors from June 2014 onwards. In order to comply with NHS England and NQB requirements these reports and the Trust's performance are also published on CWP and NHS Choices websites.

Assessment – analysis and considerations of options and risks

The inpatient review findings highlighted that there is effective workforce planning employed to maintain ward establishments to achieve the delivery of safe care. Additionally there are established mechanisms in place to deploy staff effectively. Clear processes are in place for staff to escalate staffing concerns and for remedial action to be taken to unplanned workforce challenges. The organisation has continued to invest in advancing its staffing matrix through role redesign, enhancing clinical roles to improve skill mix and, moreover, broaden clinical capability through MDT working and developing physical health in mental health.

In addition to the six monthly inpatient safer staffing review (Appendix 1) this report details approaches underway in relation to safer staffing in the following areas:

Appendix 2 Learning Disability

Appendix 3 Community Nursing

Appendix 4 Improving Access to Psychological Therapies (IAPT)

Appendix 5 Place Based Care Mental Health

Recommendation – what action/ recommendation is needed, what needs to happen and by when?

The Operational Board are asked to note the report and approve the recommendations.

Who/ which group has approved this report for receipt at the above meeting?

Avril Devaney

Contributing authors:

Marjorie Goold – Consultant Nurse
Gary Flockhart – Associate Director of Nursing and Therapies

Distribution to other people/ groups/ meetings:

Version	Name/ group/ meeting	Date issued
1	Operational Committee	16.01.2019

Appendices provided for reference and to give supporting/ contextual information:

Provide only necessary detail, do not embed appendices, provide as separate reports

Appendix no.	Appendix title
1-5	As detailed above