

STANDARDISED SBAR COMMUNICATION

REPORT DETAILS	
Report subject:	Safer Staffing Six Monthly Review
Agenda ref. number:	19.20.131
Report to (meeting):	Board of Director
Action required:	Discussion and Approval
Date of meeting:	29/01/2020
Presented by:	Gary Flockhart Director of Nursing, Therapies and Patient Experience.

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 NHSI Single Oversight Framework themes this report reflects:		CWP Quality Framework:		
Quality	Yes	Patient Safety	Safe	Yes
Finance and use of resources	Yes	Clinical Effectiveness	Effective	Yes
Operational performance	Yes		Affordable	Yes
Strategic change	Yes		Sustainable	Yes
Leadership and improvement capability	Yes	Patient Experience	Acceptable	Yes
			Accessible	No
http://www.cwp.nhs.uk/media/4142/quality-improvement-strategy-2018.pdf				

Does this report provide any information to update any current strategic risks? If so, which?	
Contact the corporate affairs teams for the most current strategic risk register.	No

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

REPORT BRIEFING

Situation – a concise statement of the purpose of this report
This report presents the six monthly safer staffing review findings from May to October 2019 in line with NHS England and National Quality Board requirements. The information in this report is based on meetings with staff members, safer staffing group meetings, desk top reviews and analysis of data.

Background – contextual and background information pertinent to the situation/ purpose of the report
Since 2014 the Operational Committee and Board of Directors have received a six monthly safer staffing report to provide assurance that the Trust is fulfilling their safer staffing obligations.

Assessment – analysis and considerations of the options and risks

The safer staffing six monthly review highlights that there is effective workforce planning to achieve the delivery of safe care. The scope of the review has continued to extend and includes approaches underway in relation to safer staffing in the following areas:

Section 1 - Inpatient services

Section 2 - Improving Access to Psychological Therapies (IAPT) services

Section 3 - Place Based Specialist Mental Health services

Section 4 - Learning Disability services

Section 5 - Starting Well 0-19, SALT, paediatric continence services

Section 6 - Community CAMHS

Section 7 – Neighbourhood Care Community Teams

The inpatient review provides an in-depth oversight to determine that there is effective workforce planning employed to maintain ward establishments to achieve the delivery of safe care. 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 broaden clinical capability through multi-disciplinary working.

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

The Board of Directors is recommended to **approve** the recommendations and approach to future work streams as set out in appendix 1: “Six Monthly Safer Staffing Review”

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

Gary Flockhart, Director of Nursing, Therapies and Patient Partnership

Contributing authors:

Hayley McGowan, Vic Peach, Angela Egan, Sally Sanderson, Charlie Ingram, Anne Casey, Val Sturgess, Paula O’Toole, Sarah Peers,

Distribution to other people/ groups/ meetings:

Version	Name/ group/ meeting	Date issued
1	Operational Committee	15.01.2020

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

Appendix No.	Appendix title
1	Safer staffing – six monthly report