

Women and Children's Division Committee:

Agenda item	/24		
Report Title	Neonatal Nursing Workforce		
Executive Lead	Julie Plant Divisional Director of Nursing		
Report Author	Louise Duce Deputy Divisional Director of Nursing and Tina Kirby Centre Manager		
CQC Domain:			
Link to Strategic Goal:		Link to BAF / risk:	
Safe	√	Our patients and community	BAF 859
Effective	√	Our people	
Caring	√	Our service delivery	Trust Risk Register id:
Responsive	√	Our governance	
Well Led		Our partners	
Consultation Communication	N/A		
Executive summary:			
Executive summary:	<p>The Neonatal workforce tool is used at least annually to benchmark our position against BAPM nursing standards. As of August 2024:-</p> <ul style="list-style-type: none"> Staffing budgets and recruited wte are appropriate to meet standards based on recorded activity. At the time completing the workforce tool we had 50.6% of nurses as qualified in speciality against a target of 70% . There is a trajectory to train a further 9 staff within the next 24 months to achieve this target. 		
Recommendations for the Board:			
Recommendations for the Board:	<p>The Division Committee is asked to:</p> <p>Note that Neonatal Nursing does currently meet BAPM nursing standards with respect to budgeted nurse establishment.</p> <p>Note the requirement and trajectory to increase numbers of nurses qualified in speciality.</p>		
Appendices:	Appendix 1: Neonatal workforce tool		

Background

The Neonatal workforce tool is used regularly to assess staffing requirements in the Neonatal service and was used in 2019 to secure additional investment of 5.5 wte nurses to meet nurse staffing requirements.

The Workforce tool was completed in July 2024 based on activity for the preceding financial year and results reviewed by the Divisional Director of Nursing.

The tool is based on BAPM standards for the number of nurses required to staff activity.

Output of tool

Budgeted wte

Staffing budgets are deemed appropriate to meet the standard based on recorded activity. To assure that all activity is being recorded appropriately a clinical data validation post has been funded. Introduction of a full EPR as part of the roll out of the Badgernet IT system would facilitate this recording and is included in the Trusts Digital Roadmap. Costings are currently being updated for this project.

Vacancies

We currently have 1.32 wte vacancies for band 6 qualified nursing staff.

Nursing staff qualified in speciality (QIS)

The number of nursing staff qualified in neonatal nursing as a speciality at 50.6% is significantly below the required standard and this impacting on staffing rotas. To meet the required standard of 70% of nursing staff as QIS we would require an additional 9 wte to be speciality trained. This training requires 2 days per week over a 6 -month period. There are currently three staff in training and a band 5 QIS training programme has been developed to achieve required standards with 24 months. Funding for back fill and training costs has been secured. An ongoing training programme will then maintain this level.

Appropriate remuneration of staff with QIS training is to be included in the workforce strategy.

Staff requiring training	Complete training June 2024	Complete training January 2025	Complete training June 2025	Complete training January 2026
9	2 (1 deferred)	3	3	3

Workforce Tool Issues	Action	Timescale
While the current Workforce tool does not show a shortfall in budgeted nursing staffing	Monitor improvement in activity recording.	Monthly reporting via neonatal dashboard

against recorded activity, clinical data validation hours have been funded to assure that all activity is recorded accurately.		
There is a significant shortfall in band 5 QIS nursing staff of 9 wte	There are currently 3 staff in training with an ongoing training programme in place. Band 6 recruitment is also underway.	24 months and ongoing to address attrition

Additional BAPM guidance roles

A number of additional quality and coordination roles are identified in BAPM guidance documents. These are not contained within the Workforce tool and are not required to meet the CNST standards. These are additional posts will further enhance the neonatal services at Sath. Funding for these posts has been secured through the final Ockenden Business case and recruitment is underway in 2024/25. Recruitment is being phased to reduce any impact on the number of QIS nurses working on clinical shifts.

3	Actions to be considered by the Board	<ul style="list-style-type: none"> Report to be noted. 		
4	Report compiled by	<i>Name Louise Duce Deputy Divisional Director of Nursing and Tina Kirby Centre Manager</i>	Minutes available from	<i>Hannah Kaur</i>

