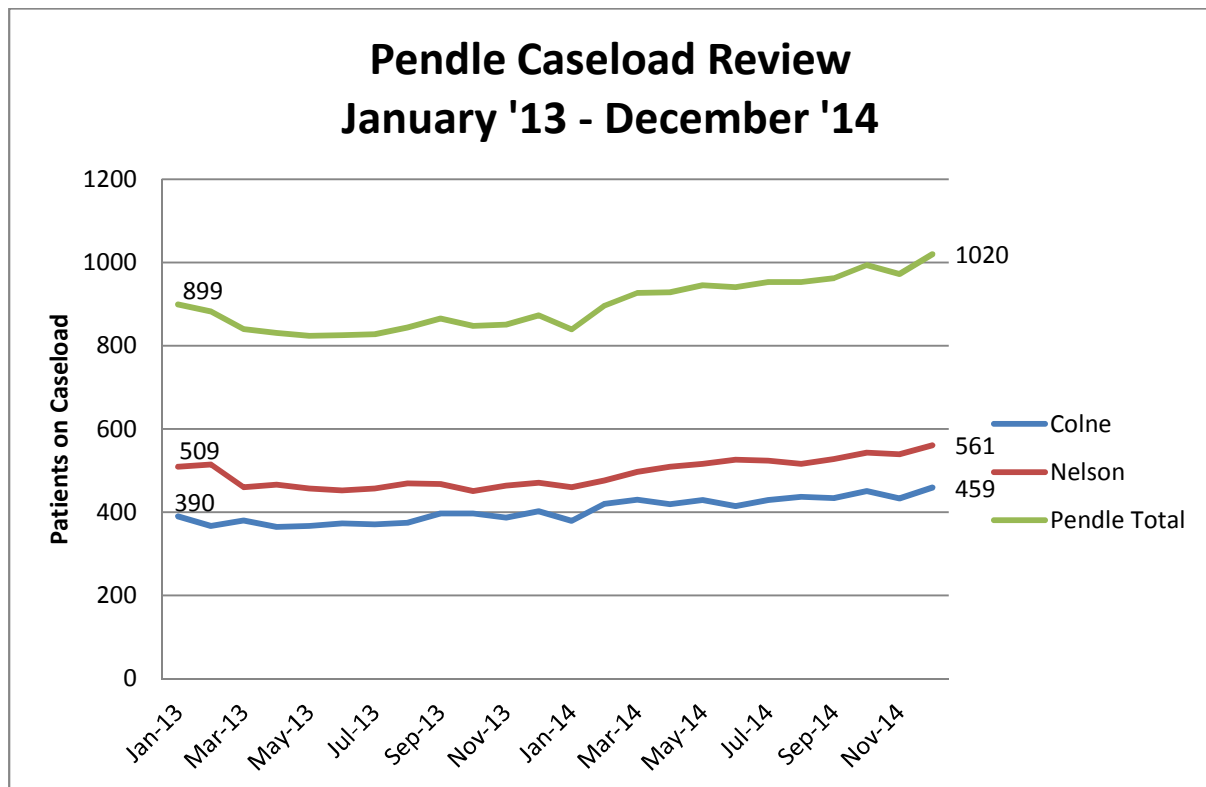


**Pendle Overview and Scrutiny Committee – District Nursing Response**

Councillor Ann Kerrigan, leader of the review panel, raised several issues around District Nursing provision in the Pendle locality, as follows:

1. “It has been reported that there has been a 15% increase in patients to 780 patients in Pendle over the past two years”



- Data from CPAS indicates that District Nurse caseloads within the **Pendle locality have increased over the last two years by 13.5%.**
- The complexity of cases has increased and early discharge resulted in more complicated treatments including administration of **IV antibiotics** and **end of life care** adding to the frequency of visits. This is however recognised as a National Trend and is predicated to carry on increasing.

**2. “At weekends there have been a number of occasions when risk registers have been triggered as visits were not possible. There is not a systematic quality assurance that would monitor and record these instances i.e. there is a sporadic use of Incident Report forms (IR1s)”**

- Following an IR1 raised on 8th November 2014, registered nurse staffing levels have been increased at weekends in Pendle from the existing team staff establishments. All staff must comply with the Trust Incident Reporting Policy ELHT/C003 and are encouraged to complete an IR1 when there are concerns about safe staffing levels. This IR1 has been appropriately investigated and actions put in place to prevent recurrence.

**3. “Nurses are reporting that they have to work through their lunch times and beyond their contracts to cover their workload”**

- There have been no reports to matron that this is happening. Staff are encouraged to take their lunch break away from their desk. If they choose not to do this, this is their personal choice.

**4. “A number of nurses are going off sick with stress adding further to the pressure”**

- There has been **no** work related stress issues reported in Pendle since the staffing situation improved in January 2014. **No** staff in Pendle are currently accessing Occupational Health for work related stress.

**5. “It can be estimated that the District Nursing service is some 30% below its required staffing levels”**

- There is currently no recognised figure to determine safe staffing levels within the Community. The National Institute for Health and Care Excellence (NICE) is currently forming a Safe Staffing Advisory Committee to determine “guidelines for safe staffing levels for Community Services”. The guidelines are expected to take around 12 months to formulate.
- Each morning, the District Nursing service undertakes a situation report (SITREP) (See Appendix A) to monitor staffing levels amongst a range of other factors including sickness, training and complex visits. During October-December there were 7 occasions where staffing levels were highlighted as amber (13-15 visits per nurse) or red (more than 15 visits per nurse). On all occasions, the teams supported cross locality and received support from other community nurses.

**6. “The skill mix of nurses also needs to be developed as there are only 4 band 6 nurses in Pendle. The East Lancs Hospital trust is increasing these numbers through a training programme but this will take time”**

- There have been no issues reported with regard to a deficiency in skill mix. There are currently 5 team sisters working in the Pendle locality. During 2014 there was a period when there was only one team leader due to retirement. This post was filled in September 2014. The District Nursing Matron regularly completes 1-1’s with both team leaders. The District Nursing Matron reports that there has been nothing raised in these meetings to escalate, particularly around staffing and skill mix. The team leaders work closely to ensure that work allocation is reviewed and shared across as required.

# Appendix A

<b>TEAM :</b>		
<b>REPORTING DATE :</b>		
<b>COMPLETED BY:</b>		
<b>STAFFING</b>	<b>Total WTE</b>	<b>No. of Visits</b>
Unregistered on duty (Days e.g. 07.30 – 15-30 hrs)		
Unregistered on duty (Lates e.g. 14.00 – 22-00 hrs)		
Band 5 on duty (Days)		
Band 5 on duty (Lates)		
Band 6 on duty		
Band 7 on duty		
Bank staff		
Cancelled training		
<b>SICKNESS / ABSENCE</b>	<b>Total WTE</b>	
Admin		
HCA		
Assistant Practitioner		
Staff Nurse		
Sister		
Clinical Team Leader		
<b>DAILY CASELOAD</b>	<b>Total</b>	
IV Management		
Complex Care – planned visits today		
EOL – planned visits today		
Meetings/GSF		
Fast Tracks		
New patients		
<b>GENERAL</b>		
Co-ordinator		
General status		
<p><b>PLEASE SUBMIT DAILY BEFORE 4PM to <a href="mailto:sitrep.districtnurses@elht.nhs.uk">sitrep.districtnurses@elht.nhs.uk</a></b></p> <p>At 7.30am each morning, the nurse in each team <b>MUST</b> check that staffing and patient visits etc. remain as above. Any changes / exceptions must be reported to the senior management team when they contact the District Nursing Team.</p> <p><b>Lynn Wood: 07944188796</b>  <b>Carole Mawdsley: 07944194781</b>  <b>Marcia Haworth: 07946554026</b></p>		