

Trust Board paper K

To:	Trust Board
From:	Rachel Overfield, Chief Nurse
Date:	28 August 2014
CQC regulation:	

Title:	Nursing Workforce Report										
Author/Responsible Director:	Maria McAuley, Head of Nursing Rachel Overfield, Chief Nurse										
Purpose of the Report:	To assure the Trust Board that matters relating to nursing workforce are being managed and risk wherever possible is mitigated.										
The Report is provided to the Board for:	<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 25%;">Decision</td> <td style="width: 10%;"></td> <td style="width: 25%;">Discussion</td> <td style="width: 10%;"></td> </tr> <tr> <td>Assurance</td> <td>x</td> <td>Endorsement</td> <td></td> </tr> </table>			Decision		Discussion		Assurance	x	Endorsement	
Decision		Discussion									
Assurance	x	Endorsement									
Summary / Key Points:	The report provides the Trust Board with the latest staffing in post figures; the current recruitment position and the mitigation of workforce gaps.										
Recommendations:	The Trust Board are asked to note the contents and support ongoing recruitment initiatives.										
Previously considered at another corporate UHL Committee?	Executive Quality Board										
Strategic Risk Register:	Yes	Performance KPIs year to date:	No								
Resource Implications (eg Financial, HR):	Yes, cost of international recruitment; impact of premium pay.										
Assurance Implications:	To note that whilst everything possible is done to close gaps, there remain shifts not appropriately staffed.										
Patient and Public Involvement (PPI) Implications:	No										
Stakeholder Engagement Implications:	The Clinical Quality Review Group receives the same report. The TDA/NHSE receive Hard Truths data.										
Equality Impact:	No.										
Information exempt from Disclosure:	No.										
Requirement for further review?	Report is produced monthly.										

UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

MEETING: Trust Board

DATE: 28 August 2014

REPORT BY: Maria McAuley, Head of Nursing

SUBJECT: Nursing Workforce Report

1. Background

This paper sets out the current nursing workforce position within UHL for July 2014 including

- Hard Truths
- Real Time Staffing
- Vacancy levels and Nurse to bed Ratio's
- Premium Pay.
- Recruitment Activity
- Recommendations.

2. Hard Truths

In the national strategy for nursing and midwifery ([DH and NHSCB, 2012](#)) clear expectations of Chief Nurses and Directors of Nursing are set out around presentation and discussion of nursing metrics at Board meetings held in public at least twice a year. The National Quality Board ([NQB, 2013](#)) identified 10 key expectations in their guidance on staffing levels which have been followed more recently by further guidance from the Care Quality Commission (CQC, 2014) for organisations to deliver the commitments the Government made in '[Hard truths: the journey to putting patients first](#)' to make staffing information more publically available.

UHL's real time staffing summary will support UHL's reporting in relation to NHS England's, 'Hard Truths Commitments Regarding the Publishing of Staffing Data'. The July return has been submitted and is attached as Appendix 1. This information is also available on our internet at <http://www.leicestershospitals.nhs.uk/patients/patient-welfare/safer-staffing/>

The return details the planned and actual staffing in hours on a daily basis, per ward area. NHS England have not advised Trusts in relation to ratings/parameters however the rationale is that the data will contribute to improved care for patients by ensuring that effective staffing levels are continually presented, challenged, owned and discussed at Board. NHS Trusts will be advised of the ratings/parameters prior to publication on the NHS Choices website.

The Board will be advised about wards where staffing falls below the requirements, once we have been informed what these are. However the Board will see that some areas appear to have very low % fill rates. These are predominantly in paediatrics and critical care areas where beds are flexed to adjust the staffing levels. It is not possible to reflect this in the return.

3. Real Time Staffing

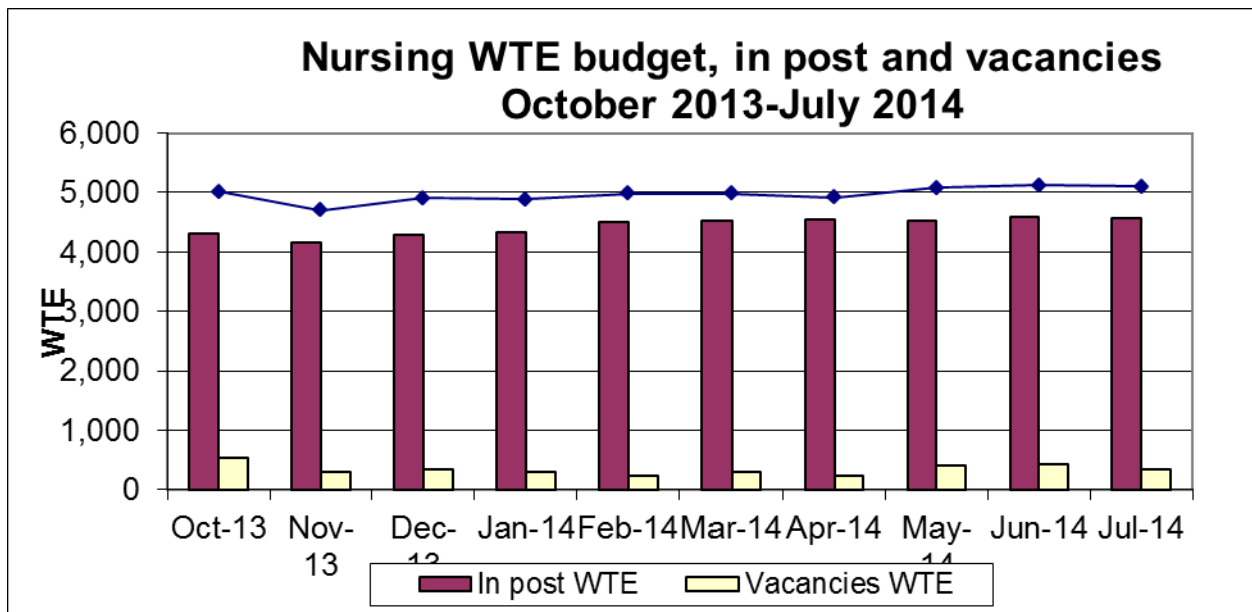
Attached as Appendix 2 is the real time staffing summary for July 2014. This report is at high level and details how many times in month CMG's declared unmanageable staffing levels. The electronic version of the report drills down into the detail per ward area for Heads of Nursing and Deputy Heads to review.

In the 40 cases where CMGs were unable to manage their staffing issues, Corporate Nursing became involved and a number of actions take place, eg moving staff across CMG boundaries, using corporate non ward bases nurses etc. It should be noted that in these cases any action that can be taken is taken, it is not always possible to fully mitigate the risk of staffing gaps. We continue to be concerned at the absence of safety statements in many cases and are working hard with the Heads of Nursing to resolve.

4. Vacancies and Nurse to Bed Ratio

July Statistics

The sum of budgeted wtes for July 2014 is reported as	5106wtes
The sum of nurses in post for July 2014 is reported as	4565wtes
The sum of nurses waiting to start in July is reported as	320wte
The sum of nurses waiting to leave in July is reported as	120wte
Therefore the sum of total reported vacancies for July is	341wte



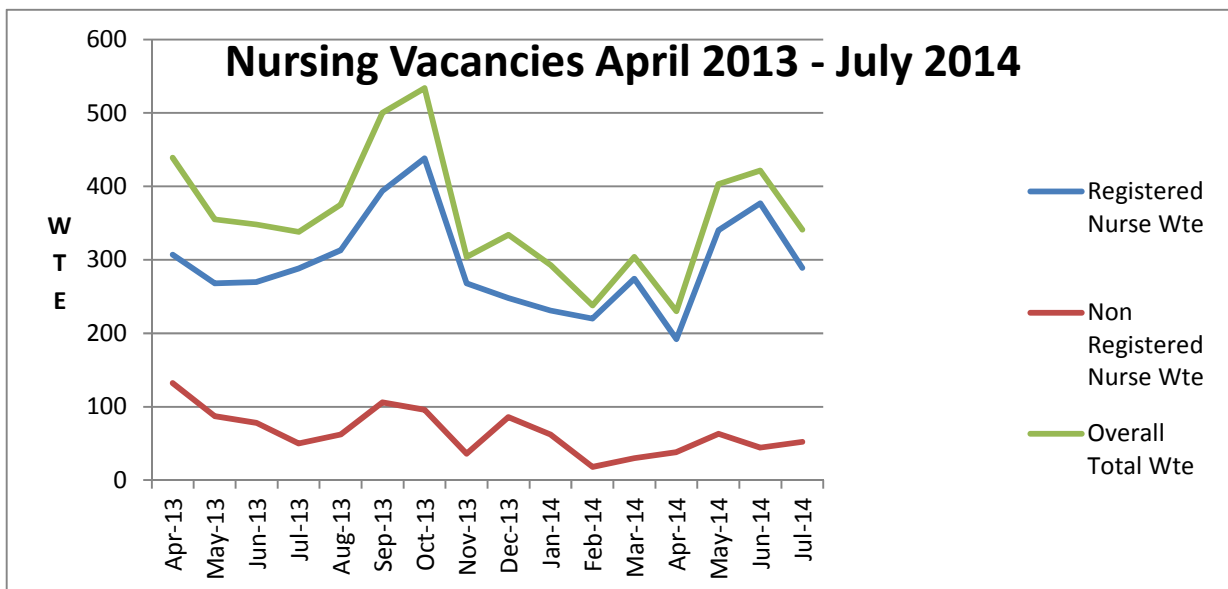
Graph 1

Graph 1 details the Nursing wte Budget, in post and Vacancies to date

Reported vacancies for July are at 34wte.

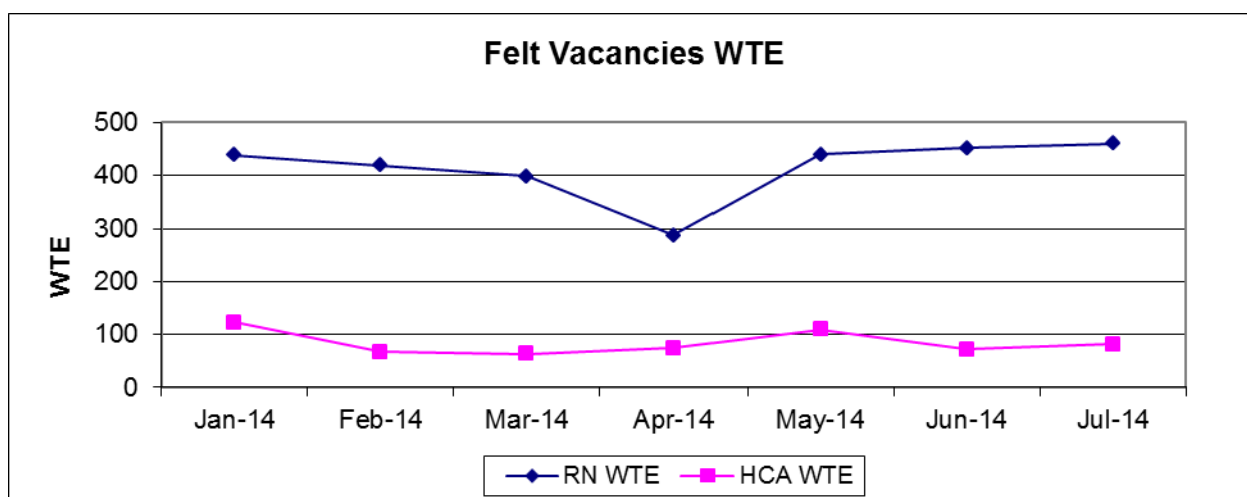
There has been increased funding in areas (ITAPS) to open extra ITU beds, the same within women's and children's. The establishments and month 3 budget reports have been reviewed and agreed by all CMG Heads.

Graph 2 details the Nursing Vacancies for UHL since April 2013 to date.



Graph 2

Graph 3 details the 'felt' vacancies from Jan 2014 to July 2014



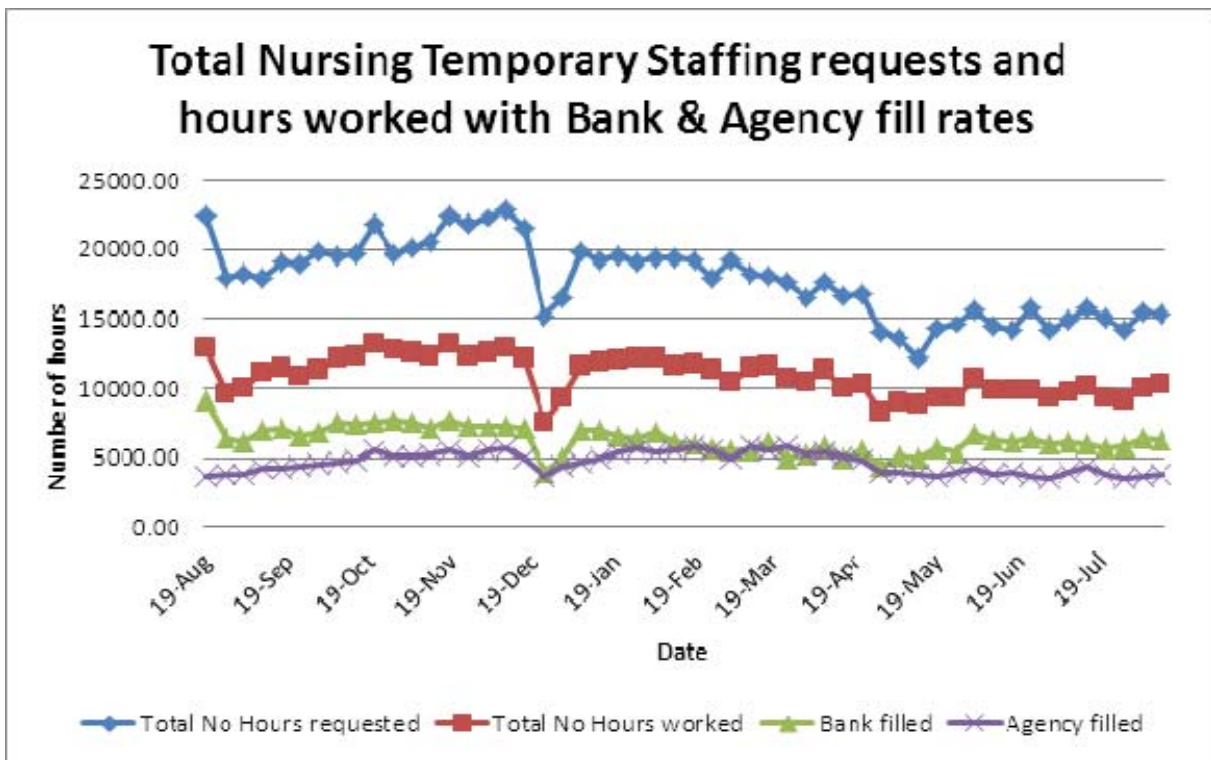
Graph 3

5. Premium Pay

- The percentage of bank fill versus agency has increased in favour of bank fill compared to July 2013
- Every attempt is being made to fill the gap more across the organisation.
- As a senior nursing team we have agreed that non-framework agencies will not be used unless the request is made from the Head of Nursing for the CMG.

For the month of July the average figures are

Requests	14788 hours-this equals 394wte
Fill rate	64%
Bank filled	5886 hours
Agency filled	3796 hours



Graph 4

6. Recruitment

International Recruitment

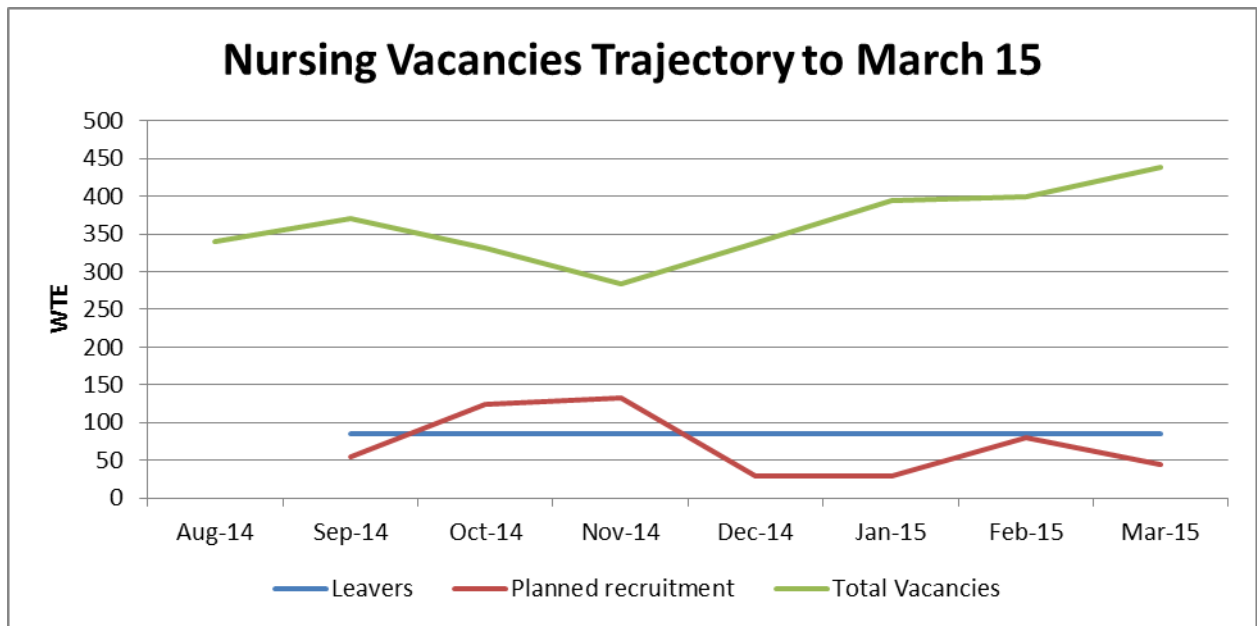
To date 161 international nurses have joined the Trust, and have undertaken a very detailed and comprehensive induction programme. Further recruitment is planned with a further 50 international recruits planned to join the Trust on September 11th. Current plans are for a further 50 international to join the Trust in November 2014. The plan for 2015 and our international recruitment is for 5 cohorts of up to 30 nurses recruited throughout 2015. This number can be increased in line with availability of training facilities. The schedule is attached as Appendix 3.

Local Recruitment

Our local recruitment continues, with monthly adverts for Registered Nurses and bi-monthly adverts for Health Care Assistants, to further support this we proactively attend all RCN recruitment fairs across the country. We continuously recruit from our local university twice a year, we have recruited 82 newly qualified Adult nurses, 25 children's nurses and 25 midwives the timeline for these nurses joining the Trust is November 2014.

Recruitment Trajectory

The recruitment trajectory detailed below in Graph 5. This is conservative and assumes leavers will remain stagnant at 85, which is the average amount of leavers per month over the last year. This includes our international recruitment plan, alongside our monthly recruitment programme for local staff, the monthly programme is estimated, with clearing house numbers confirmed. It is clear from the below that we must ensure focus is maintained on nursing recruitment.



Graph 5

Key Facts

Nursing recruitment from 1st April 2013 to date
 161 International nurses
 405 clearing house nurses and local RNs, Jobs Fair
 379 Nursing Assistants
 Total 945 RNs and HCAs recruited since April 2013

7. Recommendations

Reporting

Information on nursing workforce is reported to the following committees, in the following order:

- Nursing Executive Team
- Executive Quality Board
- Executive Workforce Board
- Quality Assurance Committee
- Clinical Quality Review Group

It will also be copied for information to the Finance and Performance Committee. This will mean for some committee's data will be less real time than other.

Actions

Trust Board are asked to support ongoing international recruitment based on the trajectory included in this plan and until local recruitment catches up with need.

University Hospitals of Leicester NHS Trust

Ward Fill Rate Indicator

Staffing: Nursing, midwifery and care staff July 2014

Hospital Site name	Ward name	Main 2 Specialties on each ward		Day				Night				Day		Night	
				Registered		Care Staff		Registered		Care Staff		Average fill rate - registered nurses/mi dwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/mi dwives (%)	Average fill rate - care staff (%)
				Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours				
Glenfield Hospital - RWEAE	GH WD 15	340 - RESPIRATORY MEDICINE		2498	1860	1860	1733	1070	1035	713	725	74.5%	93.2%	96.7%	101.7%
Glenfield Hospital - RWEAE	GH WD 16 Respiratory Unit	340 - RESPIRATORY MEDICINE		2325	2040	1395	1403	1070	1024	713	656	87.7%	100.6%	95.7%	92.0%
Glenfield Hospital - RWEAE	GH WD 17	340 - RESPIRATORY MEDICINE		2670	2565	1395	1275	1783	1576	357	391	96.1%	91.4%	88.4%	109.5%
Glenfield Hospital - RWEAE	GH WD Clinical Decisions Unit	340 - RESPIRATORY MEDICINE		4883	4260	2325	2070	3922	3398	1783	1426	87.2%	89.0%	86.6%	80.0%
Glenfield Hospital - RWEAE	GH WD 24	320 - CARDIOLOGY		1860	1725	1395	1230	1070	1081	713	633	92.7%	88.2%	101.0%	88.8%
Glenfield Hospital - RWEAE	GH WD 26	170 - CARDIOTHORACIC SURGERY		2265	2100	930	773	1024	989	357	357	92.7%	83.1%	96.6%	100.0%
Glenfield Hospital - RWEAE	GH WD 27	320 - CARDIOLOGY	300 - GENERAL MEDICINE	1800	1613	1163	1148	1070	932	357	483	89.6%	98.7%	87.1%	135.3%
Glenfield Hospital - RWEAE	GH WD 28	320 - CARDIOLOGY		2070	1725	1305	1088	1001	1012	667	667	83.3%	83.4%	101.1%	100.0%
Glenfield Hospital - RWEAE	GH WD 29 EXT 3656	340 - RESPIRATORY MEDICINE		510	450	383	338	276	219	92	81	88.2%	88.3%	79.3%	88.0%
Glenfield Hospital - RWEAE	GH WD 30	321 - PAEDIATRIC CARDIOLOGY	170 - CARDIOTHORACIC SURGERY	1395	1155	465	270	1070	725	0	127	82.8%	58.1%	67.8%	#DIV/0!
Glenfield Hospital - RWEAE	GH WD 31	170 - CARDIOTHORACIC SURGERY		3135	2805	1350	1245	1783	1760	575	391	89.5%	92.2%	98.7%	68.0%
Glenfield Hospital - RWEAE	GH WD 32	320 - CARDIOLOGY	340 - RESPIRATORY MEDICINE	1380	1335	345	360	173	161	173	161	96.7%	104.3%	93.1%	93.1%
Glenfield Hospital - RWEAE	GH WD 33	320 - CARDIOLOGY		2325	2025	930	1065	1070	1070	713	564	87.1%	114.5%	100.0%	79.1%
Glenfield Hospital - RWEAE	GH WD 33A Card Procedures	320 - CARDIOLOGY		1860	1748	930	720	713	690	713	713	94.0%	77.4%	96.8%	100.0%
Glenfield Hospital - RWEAE	GH WD Coronary Care Unit	320 - CARDIOLOGY	300 - GENERAL MEDICINE	3720	3023	1163	1020	2139	2151	713	644	81.3%	87.7%	100.6%	90.3%
Glenfield Hospital - RWEAE	GH WD GICU Gen Intensive	340 - RESPIRATORY MEDICINE	320 - CARDIOLOGY	8655	7890	1335	945	6636	5566	357	345	91.2%	70.8%	83.9%	96.6%
Glenfield Hospital - RWEAE	GH WD Paed ITU	170 - CARDIOTHORACIC SURGERY	321 - PAEDIATRIC CARDIOLOGY	3720	2925	345	23	2852	2289	0	0	78.6%	6.7%	80.3%	#DIV/0!
Leicester General Hospital - RV	LGH WD 10	361 - NEPHROLOGY		1800	1568	930	1088	713	713	713	794	87.1%	117.0%	100.0%	111.4%
Leicester General Hospital - RV	LGH WD 14	110 - TRAUMA & ORTHOPAEDICS		2130	1830	1065	960	874	840	437	437	85.9%	90.1%	96.1%	100.0%
Leicester General Hospital - RV	LGH WD 15A HDU Neph	361 - NEPHROLOGY		1860	1725	465	450	1070	1024	357	357	92.7%	96.8%	95.7%	100.0%
Leicester General Hospital - RV	LGH WD 15N Nephrology	361 - NEPHROLOGY		1770	1755	930	780	713	725	713	713	99.2%	83.9%	101.7%	100.0%
Leicester General Hospital - RV	LGH WD 16	110 - TRAUMA & ORTHOPAEDICS		1635	1823	1140	878	874	874	437	437	111.5%	77.0%	100.0%	100.0%
Leicester General Hospital - RV	LGH WD 17 Transplant	361 - NEPHROLOGY	100 - GENERAL SURGERY	1305	1208	495	495	713	702	357	357	92.6%	100.0%	98.5%	100.0%
Leicester General Hospital - RV	LGH WD 18	110 - TRAUMA & ORTHOPAEDICS		1635	1575	1140	1275	874	840	437	460	96.3%	111.8%	96.1%	105.3%
Leicester General Hospital - RV	LGH WD 2	430 - GERIATRIC MEDICINE	300 - GENERAL MEDICINE	1860	1695	930	1275	713	713	713	713	91.1%	137.1%	100.0%	100.0%
Leicester General Hospital - RV	LGH WD 22	100 - GENERAL SURGERY		1568	1358	930	848	713	702	713	713	86.6%	91.2%	98.5%	100.0%
Leicester General Hospital - RV	LGH WD 23	100 - GENERAL SURGERY		923	908	720	563	529	529	265	253	98.4%	78.2%	100.0%	95.5%
Leicester General Hospital - RV	LGH WD 26 SAU	101 - UROLOGY		1740	1463	930	915	713	702	713	667	84.1%	98.4%	98.5%	93.5%
Leicester General Hospital - RV	LGH WD 27	100 - GENERAL SURGERY		1395	1283	930	930	713	713	713	679	92.0%	100.0%	100.0%	95.2%
Leicester General Hospital - RV	LGH WD 28 Urology	100 - GENERAL SURGERY		1928	1635	1395	1058	1070	989	713	713	84.8%	75.8%	92.4%	100.0%
Leicester General Hospital - RV	LGH WD 29 EMU Urology	100 - GENERAL SURGERY	101 - UROLOGY	2025	1650	1568	1200	1070	897	713	702	81.5%	76.5%	83.8%	98.5%
Leicester General Hospital - RV	LGH WD 3	328-STROKE MEDICINE		1395	1275	930	1193	713	679	713	679	91.4%	128.3%	95.2%	95.2%

University Hospitals of Leicester NHS Trust

Ward Fill Rate Indicator

Staffing: Nursing, midwifery and care staff

July 2014

Hospital Site name	Ward name	Main 2 Specialties on each ward		Day				Night				Day		Night	
				Registered		Care Staff		Registered		Care Staff		Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
				Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours				
Leicester General Hospital - RW	LGH WD 30	501 - OBSTETRICS		1395	1388	930	990	1070	943	713	587	99.5%	106.5%	88.1%	82.3%
Leicester General Hospital - RW	LGH WD 31	502 - GYNAECOLOGY		2025	1958	1275	1238	713	725	311	311	96.7%	97.1%	101.7%	100.0%
Leicester General Hospital - RW	LGH WD Brain Injury Unit	400 - NEUROLOGY		1395	998	930	938	713	679	713	518	71.5%	100.9%	95.2%	72.7%
Leicester General Hospital - RW	LGH WD Labour Ward	501 - OBSTETRICS		5115	4275	930	930	3922	3117	713	713	83.6%	100.0%	79.5%	100.0%
Leicester General Hospital - RW	LGH WD Crit Care Med	100 - GENERAL SURGERY	101 - UROLOGY	4650	4065	930	668	3209	3048	0	23	87.4%	71.8%	95.0%	#DIV/0!
Leicester General Hospital - RW	LGH WD Spec Care Babies	422- NEONATOLOGY		1740	1485	1163	1148	1070	1012	713	702	85.3%	98.7%	94.6%	98.5%
Leicester General Hospital - RW	LGH WD Surg Acute Care	100 - GENERAL SURGERY		930	930	465	390	713	656	357	345	100.0%	83.9%	92.0%	96.6%
Leicester General Hospital - RW	LGH WD Young Disabled	400 - NEUROLOGY		930	968	1860	788	713	690	713	529	104.1%	42.4%	96.8%	74.2%
Leicester Royal Infirmary - RW	LRI WD 10 Bal L4	171 - PAEDIATRIC SURGERY		2025	1313	1335	615	713	713	357	345	64.8%	46.1%	100.0%	96.6%
Leicester Royal Infirmary - RW	LRI WD 11 Bal L4	110 - TRAUMA & ORTHOPAEDICS	420 - PAEDIATRICS	1980	1635	1155	915	713	725	357	357	82.6%	79.2%	101.7%	100.0%
Leicester Royal Infirmary - RW	LRI WD 12 Bal L4	420 - PAEDIATRICS		2033	1553	465	465	1426	1150	357	357	76.4%	100.0%	80.6%	100.0%
Leicester Royal Infirmary - RW	LRI WD 14 Bal L4	420 - PAEDIATRICS	421 - PAEDIATRIC NEUROLOGY	1740	1403	930	615	1070	1081	357	334	80.6%	66.1%	101.0%	93.6%
Leicester Royal Infirmary - RW	LRI WD 17 Bal L5	110 - TRAUMA & ORTHOPAEDICS		2325	2025	1860	1695	1070	1058	1070	725	87.1%	91.1%	98.9%	67.8%
Leicester Royal Infirmary - RW	LRI WD 18 Bal L5	110 - TRAUMA & ORTHOPAEDICS		2093	1800	1860	1770	1070	1047	713	713	86.0%	95.2%	97.9%	100.0%
Leicester Royal Infirmary - RW	LRI WD 19 Bal L6	300 - GENERAL MEDICINE		2798	2325	1860	1740	1070	909	713	667	83.1%	93.5%	85.0%	93.5%
Leicester Royal Infirmary - RW	LRI WD 21 Bal L6	100 - GENERAL SURGERY		1628	1598	1395	1328	1070	1035	575	587	98.2%	95.2%	96.7%	102.1%
Leicester Royal Infirmary - RW	LRI WD 22 Bal 6	100 - GENERAL SURGERY		2318	1860	1103	1058	1070	989	713	702	80.2%	95.9%	92.4%	98.5%
Leicester Royal Infirmary - RW	LRI WD 23 Win L3	300 - GENERAL MEDICINE		2325	2145	1628	1598	1070	920	713	702	92.3%	98.2%	86.0%	98.5%
Leicester Royal Infirmary - RW	LRI WD 24 Win L3	300 - GENERAL MEDICINE	400 - NEUROLOGY	2325	1988	1568	1800	1070	886	713	771	85.5%	114.8%	82.8%	108.1%
Leicester Royal Infirmary - RW	LRI-Stroke Unit Wards 25 & 26	328-STROKE MEDICINE		3720	4230	2325	2820	1426	1622	1426	1783	113.7%	121.3%	113.7%	125.0%
Leicester Royal Infirmary - RW	LRI WD 27 Win L4	420 - PAEDIATRICS	303 - CLINICAL HAEMATOLOGY	2340	1523	780	495	1070	909	357	357	65.1%	63.5%	85.0%	100.0%
Leicester Royal Infirmary - RW	LRI WD 28 Windsor Level 4	420 - PAEDIATRICS		930	915	930	810	713	679	357	357	98.4%	87.1%	95.2%	100.0%
Leicester Royal Infirmary - RW	LRI WD 29 Win L4	301 - GASTROENTEROLOGY	300 - GENERAL MEDICINE	2205	1808	1163	1110	978	932	713	702	82.0%	95.4%	95.3%	98.5%
Leicester Royal Infirmary - RW	LRI WD 30 Win L4	301 - GASTROENTEROLOGY		2033	1733	1860	1628	1070	943	713	690	85.2%	87.5%	88.1%	96.8%
Leicester Royal Infirmary - RW	LRI WD 31 Win L5	300 - GENERAL MEDICINE		2805	2295	1860	1785	1070	840	713	656	81.8%	96.0%	78.5%	92.0%
Leicester Royal Infirmary - RW	LRI WD 32 Win L5	110 - TRAUMA & ORTHOPAEDICS		2093	1785	1628	1808	1070	966	1070	1185	85.3%	111.1%	90.3%	110.7%
Leicester Royal Infirmary - RW	LRI WD 33 Win L5	300 - GENERAL MEDICINE		2325	2243	1860	2018	1783	1725	1426	1357	96.5%	108.5%	96.7%	95.2%
Leicester Royal Infirmary - RW	LRI WD 34 Windsor Level 5	300 - GENERAL MEDICINE		2325	2093	1860	1695	1426	1254	1070	1058	90.0%	91.1%	87.9%	98.9%
Leicester Royal Infirmary - RW	LRI WD 36 Win L6	300 - GENERAL MEDICINE	430 - GERIATRIC MEDICINE	2325	2115	1740	1695	1070	1081	713	713	91.0%	97.4%	101.0%	100.0%
Leicester Royal Infirmary - RW	LRI WD 37 Win L6	300 - GENERAL MEDICINE		2498	1718	930	1328	713	598	1070	966	68.8%	142.8%	83.9%	90.3%
Leicester Royal Infirmary - RW	LRI WD 38 Win L6	300 - GENERAL MEDICINE		2205	2010	1395	1320	1070	1070	713	725	91.2%	94.6%	100.0%	101.7%
Leicester Royal Infirmary - RW	LRI WD 39 Osb L1	800 - CLINICAL ONCOLOGY	303 - CLINICAL HAEMATOLOGY	1395	1118	930	930	713	610	357	368	80.1%	100.0%	85.6%	103.1%
Leicester Royal Infirmary - RW	LRI WD 40 Osb L1	800 - CLINICAL ONCOLOGY		1395	1260	930	833	713	667	357	357	90.3%	89.6%	93.5%	100.0%
Leicester Royal Infirmary - RW	LRI WD 41 Osb L2	303 - CLINICAL HAEMATOLOGY		1860	1718	930	885	1070	909	357	357	92.4%	95.2%	85.0%	100.0%

University Hospitals of Leicester NHS Trust
Ward Fill Rate Indicator
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July 2014

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				Registered		Care Staff		Registered		Care Staff		Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
				Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours				
Leicester Royal Infirmary - RW	LRI WD 5 Ken L3	501 - OBSTETRICS		1860	1785	1395	1395	713	736	713	713	96.0%	100.0%	103.2%	100.0%
Leicester Royal Infirmary - RW	LRI WD 6 Ken L3	501 - OBSTETRICS		1860	1763	1395	1395	713	713	713	713	94.8%	100.0%	100.0%	100.0%
Leicester Royal Infirmary - RW	LRI WD 7 Bal L3	100 - GENERAL SURGERY	160 - PLASTIC SURGERY	1568	1508	1335	1245	1070	1024	713	713	96.2%	93.3%	95.7%	100.0%
Leicester Royal Infirmary - RW	LRI WD 8 SAU Bal L3	100 - GENERAL SURGERY		2265	1823	1740	1493	1472	1150	1070	1139	80.5%	85.8%	78.1%	106.4%
Leicester Royal Infirmary - RW	LRI WD Bone Marrow	303 - CLINICAL HAEMATOLOGY		930	930	0	0	713	713	0	0	100.0%	#DIV/0!	100.0%	#DIV/0!
Leicester Royal Infirmary - RW	LRI WD Paed ITU	420 - PAEDIATRICS		2325	2168	465	465	1783	1714	0	0	93.2%	100.0%	96.1%	#DIV/0!
Leicester Royal Infirmary - RW	LRI Delivery Suite, Ward 1 and MAU	501 - OBSTETRICS		6510	6645	2790	2790	4991	4548	1426	1426	102.1%	100.0%	91.1%	100.0%
Leicester Royal Infirmary - RW	LRI WD Fielding John Vic L1	300 - GENERAL MEDICINE		1860	1898	1395	1560	713	690	713	828	102.0%	111.8%	96.8%	116.1%
Leicester Royal Infirmary - RW	LRI WD IDU Infectious Diseases	350 - INFECTIOUS DISEASES	300 - GENERAL MEDICINE	1395	1200	1365	1208	713	679	357	414	86.0%	88.5%	95.2%	116.0%
Leicester Royal Infirmary - RW	LRI WD ITU Bal L2	100 - GENERAL SURGERY	192 - CRITICAL CARE MEDICINE	8370	6848	930	615	6417	6084	357	322	81.8%	66.1%	94.8%	90.2%
Leicester Royal Infirmary - RW	LRI WD Kinmonth Unit Bal L3	100 - GENERAL SURGERY	120 - ENT	1470	1320	728	720	713	690	713	690	89.8%	98.9%	96.8%	96.8%
Leicester Royal Infirmary - RW	LRI WD Spec Care Baby Ken L5	422- NEONATOLOGY		6975	4853	930	908	5348	3657	713	874	69.6%	97.6%	68.4%	122.6%
	Total			183652	161012	92743	86257	105636	95906	47474	46489				

Safety Statements July 2014

Week	(All)			
Row Labels	Ward staffed to establishment	Ward has manageable shortfall in staffing and is being managed across the CMGs	Ward has unmanageable shortfall in staffing and Director support required	No Safety Statement given
CHUGS	145	0	6	235
Emergency & Specialty medicine	185	0	26	369
ITAPS	9	11	0	37
MSK & Specialist Surgery	110	0	3	103
RRC	152	63	0	196
Women's & Childrens	105	29	5	273
Grand Total	706	103	40	1213

International recruitment plan-updated 020714

Month/YR	Arrival Date & Welcome event	Induction Date	Numbers in cohort		Recruitment Trip	Travel Date	Interview Date	Return Travel date	Interview team complete
May-14	Thursday May 8th 2014	Monday May 12th 2014	44		Portugal (Lisbon)	Monday 26th May 2014	27th & 28th May	Wednesday 26th pm	Confirmed
Jun-14	Thursday 26th June 2014	Monday 30th June 2014	16		Madrid	Tuesday 24th June	25th & 26th June	Thursday 26th June-pm	Confirmed
Sep-14	Thursday 11th September 2014	Monday 15th September 2014	48		Scotland	Monday 28th July	29th July	Tuesday 29th July	Confirmed
Nov-14	Thursday 27th November 2014	Monday 1st December 2014	50		Belfast	Monday 18th August	Tuesday 19th August	Tuesday 19th August	Confirmed
Feb-15	TBC	TBC	50		Portugal (Lisbon)	Tuesday 9th September	10th & 11th September	Thursday 11th September	
Apr-15	TBC	TBC	30						
Jun-15	TBC	TBC	30						
Aug-15	TBC	TBC	30						
Oct-15	TBC	TBC	30						