

Safe Staffing Summit Nurse Staffing Levels and Skill Mix

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Meeting the National Guidance on Safe Staffing

Tuesday 12 April 2016 Hallam Conference Centre London



Chairman & Speakers Include:

Susan Osborne CBE

Chair

The Safe Staffing Alliance

Dr Pauline Milne MBE

Head of Workforce Development and Planning

Health Education England

Supporting Organisations:



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“There can be no compromise on the issue of safe staffing”
Jeremy Hunt, Minister of State for Health, 16 July 2015

“Fewer than one in 10 hospitals meet their own nurse staffing targets”
Health Service Journal, November 2015

“Staffing is one driver of the ratings our inspectors have given for safety across all sectors, although this is about much more than just having the right numbers. Having the right number and mix of staff, with the right skills, at all times is integral to providing safe, high-quality care. We are conscious that there can be difficulties getting staffing right... We have found that staffing is a core factor in our inspectors’ assessment of safety across all sectors. Importantly, however, this is not simply about having the right number of staff, but having the right mix of staff, with the right skills, to meet the needs of the people cared for at all times. CQC does not set standards for staffing levels, and we would never reach a judgement on the basis of number or ratios of staff alone. We always look at it in the context of the effectiveness of the provider’s systems for determining and ensuring a safe level of suitable staff for the needs of the people using their services, and their approach to mitigation of the risks when staffing is not as planned. This is in line with advice from the National Quality Board, including their 10 expectations around safer staffing, and the guidelines set out by NICE on safe staffing in acute hospitals.” Care Quality Commission, October 2015

“Providers should be able to demonstrate that they are able to ensure safe, quality care for patients and that they are making the best use of resources. This should take account of patient acuity and dependency, time of day and local factors such as line of sight for those caring for patients.” Trust development agency, Monitor, CQC, NHS England, NICE 13th October 2015

“An increase in a nurses’ workload by one patient increased the likelihood of an inpatient dying within 30 days of admission by 7%” The Safe Staffing Alliance Manifesto for Safe Staffing January 2015

This conference will focus on delivering safer staffing and implementing the National Guidance on safer staffing in your service. The important issues of skill mix, acuity monitoring, recognizing red flag events and escalation will also be discussed. Through expert sessions and practical NHS Trust case studies delivered by experienced nurse directors the conference will take a practical approach to supporting you to improve and review nursing staffing and skill mix in your service.

10.00 Chair's Introduction: Effective Nurse Staffing and Skill Mix

Susan Osborne CBE *Chair The Safe Staffing Alliance*

10.10 Keynote Address: Safe Staffing and Skill Mix - ensuring we have the right staff, with the right skills, in the right place

Dr Pauline Milne MBE

*Head of Clinical Workforce Development and Planning
Health Education England*

- nursing staffing levels and skill mix: what is the national guidance?
- ensuring we have the right staff, with the right skills, in the right place
- how do we ensure a flexible approach to meet fluctuating demand and acuity?
- reporting on staffing and skill mix at ward and organisational level
- national update

10.40 RCN Update: Nurse Staffing Levels and Skill Mix

Howard Catton

*Head of Policy and International
Royal College of Nursing*

- nursing staffing levels and skill mix: getting it right for patients
- the evidence: linking with outcomes and mortality to demonstrate the importance of regular staffing reviews to guarantee safe staffing numbers and high quality care
- how do we ensure advanced specialist nurses are not used to backfill staffing numbers?
- nurse staffing levels and patient safety: should there be guaranteed staffing levels?
- implementing Hard Truths and learning from Mid Staffs: ensuring the lessons are learnt

11.10 Question and answers, followed by coffee and exhibition

11.50 Safe staffing at Ward/Service Level: Getting it right in practice

Sue Smith

*Chief Nurse
University Hospitals of Morecambe Bay NHS Foundation Trust*

- what are the right metrics?
- methods of calculating nurse staffing
- safe staffing at ward/service level: getting it right in practice
- managing advanced roles and advanced practice
- managing staffing through fluctuating demand

12.20 Implementing the national guidance on safe staffing levels

Ann Casey

*Assistant Chief Nurse,
University College London Hospital
& Member, Specialist Committee on Safe nurse staffing of
adult wards in acute hospitals NICE*

- implementing and monitoring adherence against the national guidance on safe nurse staffing in acute hospitals
- planned v actual staffing levels
- developing ward to board assurance: our experience

13.00 Question and answers, followed by lunch and exhibition

14.00 EXTENDED SESSION: Realising the benefits of eRostering and working with National Agency Rules: Making Agency Rate Caps work for your Trust

Maria Nicholson

Head of Workforce Consultancy

and Jay Patel

*Head of Client Relations
NHS Professionals*

- using roster information to maintain effective staffing levels
- workforce optimisation – Skills retention
- working collaboratively with local Trusts to manage agency rates
- flexible recruitment to deliver affordable safe staffing levels

15.00 Case Study: Safe Staffing for Older Peoples Wards

Nicky Hayes

*Consultant Nurse for Older People, Staff Governor
King's College Hospital NHS Foundation Trust Clinical
Lecturer King's College London - Older People's Nurse
Fellowship*

- reviewing and assessing nursing
- what are safe and effective nursing levels on older peoples wards
- how we have set a minimum staffing level to ensure safety

15.30 Question and answers, followed by tea and exhibition at 15:40

16.00 Acuity, Alerts, Red Flag Events and Escalation

Speaker to be announced

- monitoring acuity of patients relative to nurse staffing and skill mix
- understanding how to set triggers for acuity alerts
- enabling frontline staff to recognise red flag events
- escalation of acuity alerts and how to manage concerns around patient to nurse ratios
- issues around out of hours, hospital at night and weekends
- using acuity and dependency tools in practice

16.30 Moving forward: how do we change practice and manage staffing over time

Susan Osbourne CBE

*Chair
The Safe Staffing Alliance*

- the impact of the Lord Carter Productivity Review
- managing bank and agency staffing
- regulatory developments and workforce planning

17.00 Question and answers, followed by close

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Nursing Staffing and Skill Mix

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For more information contact Healthcare Conferences UK on **01932 429933** or email **jayne@hc-uk.org.uk**

Venue

Hallam Conference Centre, 44 Hallam Street, London W1W 6JJ. A map of the venue will be sent with confirmation of your booking.

Date

Tuesday 12 April 2016

Conference Fee

- ☐ £365 + VAT (£438.00) for NHS, Social care, private healthcare organisations and universities.
- ☐ £300 + VAT (£360.00) for voluntary sector / charities.
- ☐ £495 + VAT (£594.00) for commercial organisations.

The fee includes lunch, refreshments and a copy of the conference handbook. VAT at 20%.

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Confirmation of Booking

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