

URGENT CARE DIVISION

Emergency planning staffing levels for emergency medicine at Worcestershire acute hospitals NHS trust.

PROPOSAL

To set minimum nursing staffing levels for both the KTC, WRH and AGH sites, with clear plans for redeployment from other areas when minimum levels cannot be met from ED resources.

RATIONALE

- A minimum of nursing staff is required for the safe care of patients in all ED areas.
- The table sets out the optimum staffing levels to ensure good quality of care for all patients and also good working conditions for the staff
- The minimum staffing levels stated allow the care of staff but will result in the removal of all non clinical work and minimum wellbeing for staff.

OPERATIONAL PLAN

Location	Optimum numbers	Minimum numbers
WRH:		
Coordinator	1	1
Resus (4)	2	2
Resus dirty (4) (*high care)	2	2
Majors (13)	3	2
Paeds (3)	2	2
Triage ambulatory	2	2
Walk in Triage	1	1
Resp cohort (AEC area) (8)	3	2
Total	16	14(this would be the minimum staffing required but would compromise quality and performance if surge +/- acuity high)
AGH		
Majors (11)	3	2
Minors (6)	1	1 (unless closed)
Triage	1	1
RAT	2	1
Fit to sit (3)	1	1
Resus (3)	2	2
EDU (resp cohort - 5)	2 (since became cohort)	2 (if continues to be cohort)
Coordinator	1	1
Paeds (3)	1	1
Total	14 (funded for 12 given establishment change approved)	12 – if minors closed)

KTC		
Minors	2	0 (if closed and staff redeployed)

Emergency plan when numbers drop below minimum levels for ED staff:

- Agency staff
- Redeployment to ED of AEC nursing staff
- Redeployment to ED of MAU staff

RISK

- Patients may not receive the quality of care due to reduction in staffing levels
- Staff may become unwell and tired due to reduction in breaks and increase in shifts.
- Staff without ED skills may be expected to work in the ED areas affecting their wellbeing and the care given to patients.

Urgent Care Division

27 March 2020

Location	Optimum numbers	Minimum numbers
WRH:		
MSSU (5(1:4) All Covid	4(1:6) All covid
MAU 21 (10% vacancy)	5/4	3/2
AEC	ANP- 3(Clerking on ED/MAU/MSSU)	
	AEC – 1 ANP covering this service	
	SN- 2 (MSSU)	
	HCA -1 (MSSU)	
Total		
AGH		
MAU 28 (25% Vacancy)	5/5 (50% AGENCY)	4/4
WARD 4(22) (70% vacancy)	3RN 3HCA (60% AGENCY)	2RN 2HCA
AEC	1 X 7(WORKING OUT OF Mau)9-5 MONDAY TO Friday	
	1 band 8 working as junior Dr on Mau /ward 4	
	1 band 7 clerking on MAU/ward 4 can to ITU	
	2 x band 5 working on ward 4/MAU	
	1 band 6- ward 4	
KTC		
Minors	2	0 (if closed and staff redeployed)