



Safe staffing - nursing and midwifery staffing escalation process

The need to ensure staffing levels are safe and sufficient to deliver high quality care is of fundamental importance.

However there will be occasions when nurse staffing levels fall short of what is planned (for example due to sickness) and it is essential that staff feel supported and are able to seek senior assistance to make sure patient safety is maintained.

An escalation process has been agreed and should be available on all wards and departments. We have also carried out three formal establishment reviews in our adult inpatient areas with results below:

- Day time registered nurse to patient ratios are good with no ward area having a ratio greater than 1 to 8 (the level at which there is an increased risk of harm)
- We have started work to look at staffing levels over night and have already increased levels in some areas with future plans agreed
- Within maternity services we are compliant with Birthrate Plus (a midwifery specific tool) and are currently undertaking a review in our inpatient children's areas

Further information is available on the trust's intranet site - <http://stas16/intranet/south-tees-keys-2/sign-up-to-safety/staffing/>

