East Suffolk and North Essex NHS Foundation Trust

ESNEFT Trust Board

Report Summary

Date of meeting: 5th November 2026	
Title of Document: Nursing and Midwifery Skill Mix Review – 6 monthly review	
To be presented by: Catherine Morgan Chief Nurse	**Author:** Tessa Guthrie Lead Nurse for Safer Staffing & Lead PNA Catherine Morgan Chief Nurse
1. Status: **For Approval**	
2. Purpose: To provide assurance of progress against the recommendations set out in the 2025 annual nursing and midwifery skill mix review	
Relates to:	
Strategic Objective	Lead the integration of care; Develop our centres of excellence; Support and develop our staff;
Operational performance	The appropriate skilled staff will be required to achieve operational performance priorities
Quality and equality impact	Safe staffing is a fundamental part of good quality care. Ensuring appropriately skilled staff are available will be essential to achieve the Trusts commitment to improve the quality of care for our patients and deliver the ambition to offer the best care and experience and to increase equity in health outcomes.
Legal, Regulatory, Audit	Following the publication of the Francis Report 2013 and Safe Staffing in Adult inpatient wards in acute hospital (NICE, 2014), the National Quality Board (NQB July 2016) defined a framework and set of expectations (July 2018) to achieve the “right staff, with the right skills, in the right place at the right time”, including the responsibilities of Trust Boards. NHS organisations have a responsibility to undertake an annual comprehensive nursing and midwifery skill mix review, to ensure that there are safe and appropriate staffing levels and skill mix to provide assurance to the Board and our stakeholders that the organisation is safe and to provide high quality care.
Finance	The final outcome of the acuity review in 2025 recommended an investment of £4m in 26/27 this has been undertaken in line with the business planning process. A further £5.822m investment is proposed for 27/28 however acuity review data will be collated and the evidence base will be reviewed ahead of any additional financial commitment.

	It is noted that some investment will replace spend on temporary staffing. There is commitment to maximise opportunities for roster optimisation and fill rates for funded establishment minimising reliance on temporary staffing
Governance	The annual comprehensive nursing and midwifery skill mix review has been carried out in line with organisational guidance and governance arrangements. The outcome of the reviews have been through divisional and corporate governance structures.
NHS policy/public consultation	This review complies with the National Quality Board requirements to use evidence-based guidance such as that produced by NICE, Royal Colleges and other national bodies to inform workforce planning, within the wider triangulated approach set out.
Accreditation/Inspection	CQC regulation
Anchor institutions	It is acknowledged through the review process that opportunities for development of roles to support local recruitment and career development will be maintained and strengthened.
ICS/ICB/Alliance	
Board Assurance Framework (BAF) Risk	BAF4 - Quality assurance mechanisms regarding the quality and safety of patient services. BAF5 - Workforce – recruitment and retention.
Other	

3. **Summary:**

The 6 monthly review provides assurance of positive progress against recommendations set out in the 2025 annual nursing and midwifery skill mix review. Each area identified for action is on track for delivery, the ongoing risk of capacity pressures requiring staffing outside of funded establishments is noted.

Risk stratified recruitment has progressed in line with the agreed phased approach in April 2026 and October 2026. Establishments and fill rates will show further improvement when this is completed.

4. Recommendations / Actions

Trust Board are invited to discuss and recommend approval, the outcome of the 6 monthly acuity review and support the recommended actions to optimise achievement of the right staff with the right skills in the right place.