

The Publication of Nurse staffing Data – January 2016

Introduction

In accordance with National Quality Board requirements to provide assurance on safe staffing the Trust is now publishing staffing data in the following ways:

- Information about nurses, midwives and care staff deployed, by shift, against planned levels has been displayed at ward level since April 2014. The levels are displayed using a red, amber green status; green depicts staffing levels are as planned; amber depicts that the ward is slightly short staffed but not compromised; red rag rating depicts an acute shortage for that shift. The display allows staff to explain the reasons for any shortage and also what actions they have taken to mitigate the situation, thereby offering assurance to patients and visitors.
- Ward staffing reviews are repeated every 6 months and the October review was reported to the Trust Board in February 2016.
- Monthly reports detailing planned and actual staffing on a shift by shift basis for the previous month has been presented monthly to the Board since May 2014. This report is also published on the Trust website and to the relevant hospital webpage on NHS choices.

Planned and actual staffing

Revised National Quality Board guidance published in May 2014 outlined the requirement for % fill of planned and actual hours to be identified by registered nurse and care staff, by day and by night, and by individual hospital site. Reported data is derived from the E-Rostering and NHS-Professionals systems and aggregated fill rates in January are over 96% K&C and QEQM and over 95% for WHH, shown in Figure 1.

Figure 1. % hours filled planned against actual by site during Jan-16

Hospital site	% Hours filled - planned against actual Jan 2016				Overall % hours filled
	DAY		NIGHT		
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	
Kent & Canterbury	90.3%	95.1%	100.1%	115.8%	96.24
Queen Elizabeth the Queen Mother	90.2%	97.4%	101.2%	108.1%	96.46
William Harvey	91.5%	97.3%	95.5%	106.0%	95.38

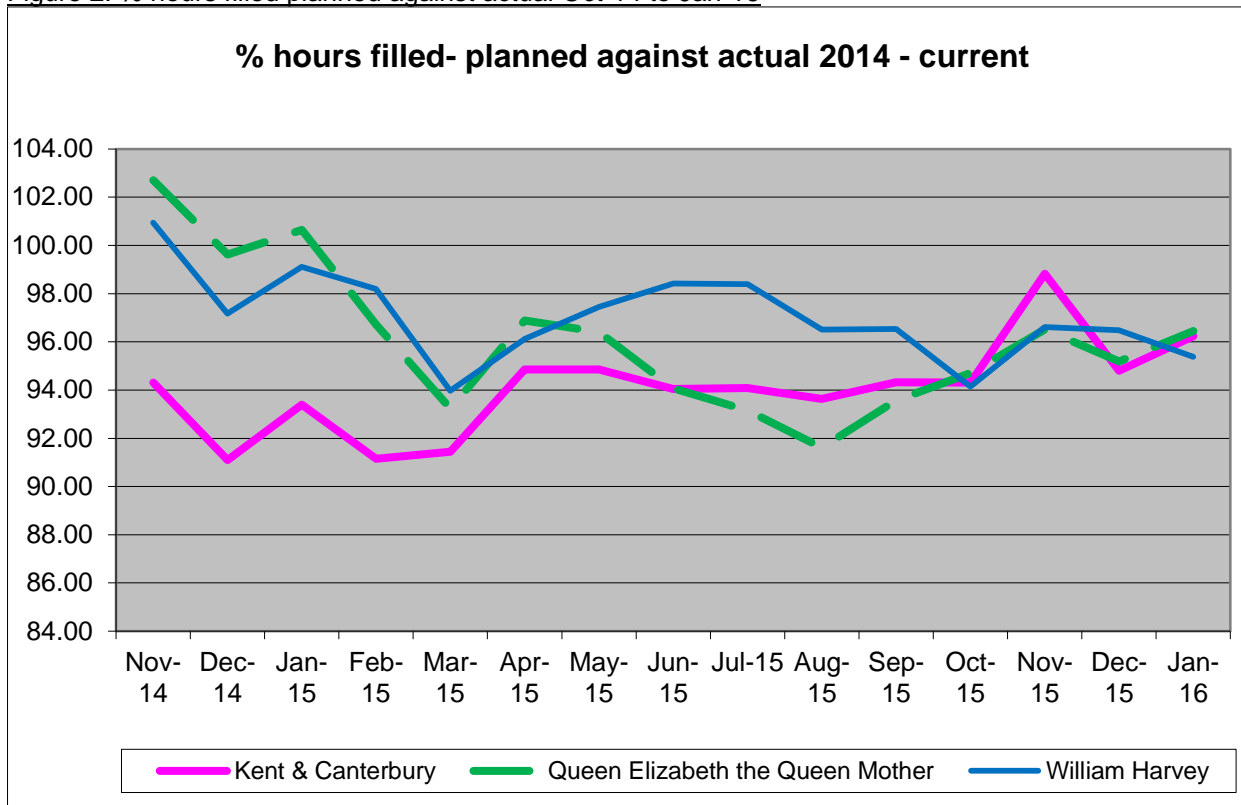
It should be possible to fill 100% of hours if:

- There are no vacant posts
- All vacant planned shifts are covered by overtime or NHS-P shifts
- Annual leave, sickness and study leave is managed within an overall 22%

Although gradual improvement was seen over the first months of reporting a reduction in % shift hours filled has been seen since Nov-14, shown in figure 2. The slight reductions seen from December to March reflect the requirement for additional shifts during winter pressures not always being filled by NHSP. The reduction in March and August also reflects periods of higher annual leave. Work to ensure that roster templates closely reflect the budgeted establishments and include shifts necessary for additional beds has supported the increased fill rates seen over time.

This trend in performance over time reflects the analysis of safe staffing levels reported by 225 acute trusts, reported in the Health Service Journal recently, which shows a gradually worsening position for nurse staffing during 2015 with 85% trusts missing staffing targets for day nursing hours in January and 92% in August.

Figure 2. % hours filled planned against actual Oct-14 to Jan-16



Senior nursing leaders have reported that:

- It is not possible to say which organisations have concerning levels of staffing using this data;
- Some Trusts may achieve high % fill rates but have planned for what are already sub-optimal levels;
- Many Trusts reporting the lowest fill rates have invested in to nursing in the last year;
- There may be inconsistencies in the methodology as those Trusts using E-Rostering tend to report lower fill rates.

Figure 3 shows total monthly hours actual against planned and % fill during January by ward. Work has been undertaken to explore the reasons for the gap, the impact and the actions being taken to address the gap. Some wards achieve higher than 100% due to additional shifts worked through NHS-P during times of increased demand and additional bed use.

No national RAG rating tolerances have been determined, but wards achieving under 80% have been RAG rated Red, in Figure 3. Comments relating to the main root cause of <80% fill rates are provided and detail on annual leave, sickness and parenting rates by ward. The RAG rating for these elements are provided below. Detail on key quality indicators are included by ward within the heat map within the main report.

Annual Leave	<11.0%
	>17.0%
Sickness	>2.5%
Parenting	>3.0%

Data validation and sign-off steps have been implemented and the data will be reported externally via Unify/NHS Choices mid-February. The national data will be published representing each hospital site on the NHS Choices website.

Figure 3. Total monthly hours actual against planned and % fill by ward during Jan-16

Division / Ward	DAY		NIGHT		Comments	Unavailability %					
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)		A/L		Sickness		Parenting	
						Registered	Unregistered	Registered	Unregistered	Registered	Unregistered
Urgent Care & LongTerm Cond											
Cambridge J	93.55	187.33	111.03	165.95		15.4%	6.6%	5.3%	9.8%	0.0%	0.0%
Cambridge K	85.84	136.58	100.56	103.51		14.6%	9.3%	1.2%	3.7%	4.2%	0.0%
Cambridge M2	87.00	100.97	90.02	103.41		13.9%	13.5%	8.0%	6.2%	7.2%	0.0%
Coronary Care Unit (K&C)	63.99	N/A	100.07	N/A	RN sickness	13.8%		4.1%		0.0%	
Coronary Care Unit (QEQMH)	88.16	98.93	100.48	103.15		12.5%	10.9%	3.2%	15.7%	0.0%	0.0%
Coronary Care Unit (WHH)	97.79	95.43	100.18	69.57	HCA impact of AL when small number WTE	16.8%	13.5%	0.5%	0.0%	2.4%	0.0%
Minster	75.71	104.56	75.81	122.21	RN parenting	11.6%	12.9%	2.7%	1.0%	7.2%	0.0%
Oxford	112.57	78.39	100.70	103.51	HCA sickness & AL	13.5%	20.0%	3.9%	29.2%	2.1%	0.0%
Sandwich Bay	116.05	141.13	122.80	177.64		11.2%	14.0%	0.0%	0.5%	5.7%	8.4%
St Margarets	93.33	94.50	101.23	128.46		16.5%	10.9%	9.5%	9.2%	0.0%	0.0%
Deal	95.74	83.01	88.31	104.44		17.0%	19.3%	2.7%	14.4%	0.0%	0.0%
Harvey	79.96	87.48	98.39	100.00	RN sickness	16.2%	15.8%	7.4%	2.0%	0.0%	0.0%
Invicta	81.64	112.21	95.56	137.50		19.4%	20.0%	3.6%	2.4%	3.4%	0.0%
Cambridge L	74.24	101.20	103.51	141.23	RN vacancy	13.6%	12.9%	1.1%	10.0%	0.0%	2.3%
Treble	89.82	110.20	98.53	215.71		18.8%	14.7%	2.0%	2.0%	0.0%	0.0%
Mount/McMaster	100.31	84.83	103.09	154.70		9.3%	13.8%	2.8%	5.1%	6.9%	0.0%
Fordwich Stroke Unit	82.83	113.41	98.46	117.15		12.2%	12.5%	5.8%	14.9%	4.4%	0.0%
Kingston Stroke Unit	65.35	105.80	90.32	101.75	RN sickness	13.7%	13.5%	11.6%	7.3%	6.2%	0.0%
Richard Stevens Stroke Unit	68.38	57.61	66.99	133.59	RN parenting, HCA sickness	15.7%	18.0%	2.0%	13.2%	5.2%	0.3%
Harbledown	122.63	97.46	100.37	99.87		10.2%	9.6%	4.1%	15.2%	0.0%	0.0%
QE St Augustine Contingency V	48.09	135.21	70.41	112.68	RN sickness	18.9%	13.6%	8.3%	2.1%	0.9%	1.3%
QE CDU	84.01	95.18	99.12	153.81		12.3%	7.8%	6.8%	13.9%	4.9%	13.6%
WH CDU/Bethersden	110.00	95.48	90.70	74.95	HCA sickness	15.2%	15.6%	3.9%	12.2%	10.5%	2.7%
KC ECC	101.75	88.34	96.79	86.16		13.9%	11.5%	10.7%	2.7%	2.3%	0.0%
Surgical Services											
Rotary Suite	93.99	100.92	100.29	100.00		13.9%	7.1%	9.3%	5.8%	0.0%	0.0%
Cheerful Sparrows Female	114.35	115.32	176.72	103.72		16.4%	11.5%	8.2%	14.8%	8.2%	0.0%
Clarke	85.07	101.33	85.56	93.73		11.4%	8.4%	4.2%	4.4%	0.0%	0.0%
Cheerful Sparrows Male	44.02	132.02	68.60	110.08	RN AL & sickness	24.2%	7.7%	6.0%	7.2%	0.0%	0.0%
Kent	109.23	97.68	98.95	96.22		16.6%	11.6%	1.9%	13.8%	9.8%	0.0%
Kings B Ward - WHH	94.63	82.31	104.42	171.88		16.7%	15.4%	1.5%	8.7%	0.0%	0.0%
Kings A2	105.67	98.97	100.70	109.96		20.6%	16.4%	5.9%	6.7%	6.2%	0.0%
Kings C1	84.57	135.45	100.28	99.86		14.5%	4.4%	4.3%	11.2%	0.0%	0.0%
Kings C2	70.00	86.95	96.74	96.75	RN sickness	17.8%	7.6%	7.8%	1.4%	0.0%	12.0%
Kings D	91.79	109.12	89.40	122.47		17.7%	12.7%	4.3%	4.8%	0.0%	0.0%
Quex	88.38	80.75	108.19	87.10		18.7%	1.4%	3.3%	10.7%	5.9%	17.1%
Bishopstone Seabathing split	99.19	84.46	98.72	98.20		13.7%	16.0%	7.4%	9.5%	4.7%	0.0%
Critical Care - WHH -	126.54	105.13	106.19	71.79	HCA impact of AL & sickness when small WTE	14.8%	12.7%	3.8%	4.5%	0.0%	0.0%
Critical Care - KCH	100.54	84.17	110.71	N/A		15.5%	16.9%	2.4%	0.0%	0.0%	0.0%
Critical Care - QMH	86.86	88.81	102.72	N/A		15.9%	14.2%	1.3%	0.0%	4.6%	0.0%
Specialist Services											
KC Marlowe Ward	99.19	75.80	99.24	107.29	HCA sickness & parenting	16.3%	12.5%	6.4%	19.8%	4.7%	6.6%
WH NICU	71.49	117.49	76.04	N/A	RN sickness & parenting	15.4%	10.2%	8.1%	7.2%	1.8%	0.0%
WH Padua Ward	94.71	83.29	98.53	77.42	HCA sickness & parenting	12.0%	9.8%	4.9%	7.9%	0.0%	9.4%
QE Rainbow Ward	100.41	86.97	100.00	N/A		13.0%	18.5%	5.5%	1.8%	0.3%	0.0%
QE Birchington Ward	82.43	132.69	98.86	101.25		15.3%	18.0%	5.3%	1.7%	4.4%	0.0%
WH Kennington Ward	92.90	91.52	101.58	N/A		9.9%	4.6%	6.3%	9.4%	7.5%	0.0%
KC Brabourne Haematology Wa	80.59	100.67	103.80	N/A		15.1%	8.4%	5.9%	34.3%	0.0%	0.0%
WH Maternity Labour and Folk	99.13	73.63	100.48	58.98	HCA parenting	16.8%	12.6%	6.0%	2.3%	6.3%	6.4%
MLU WHH	99.55	58.14	95.44	51.61	HCA impact of AL when small WTE	16.9%	21.3%	3.1%	0.0%	0.0%	0.0%
QE Maternity Wards + MCA	106.82	77.35	91.70	94.62	HCA sickness & parenting	13.1%	12.7%	3.2%	6.0%	1.8%	4.2%
QE MLU	90.21	93.04	177.42	77.42	HCA impact of AL when small WTE	15.3%	14.5%	0.0%	0.0%	0.0%	0.0%
QE SCBU	85.49	61.90	104.68	N/A	HCA impact of AL when small WTE	13.9%	48.6%	6.8%	5.4%	0.0%	0.0%