

The Publication of Nurse staffing Data – May 2015

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. 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 January 2015.
- 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 May are over 97% at WHH, over 96% at QEQM and almost 95% across K&C, shown in Figure 1.

Figure 1. % hours filled planned against actual by site during May 2015

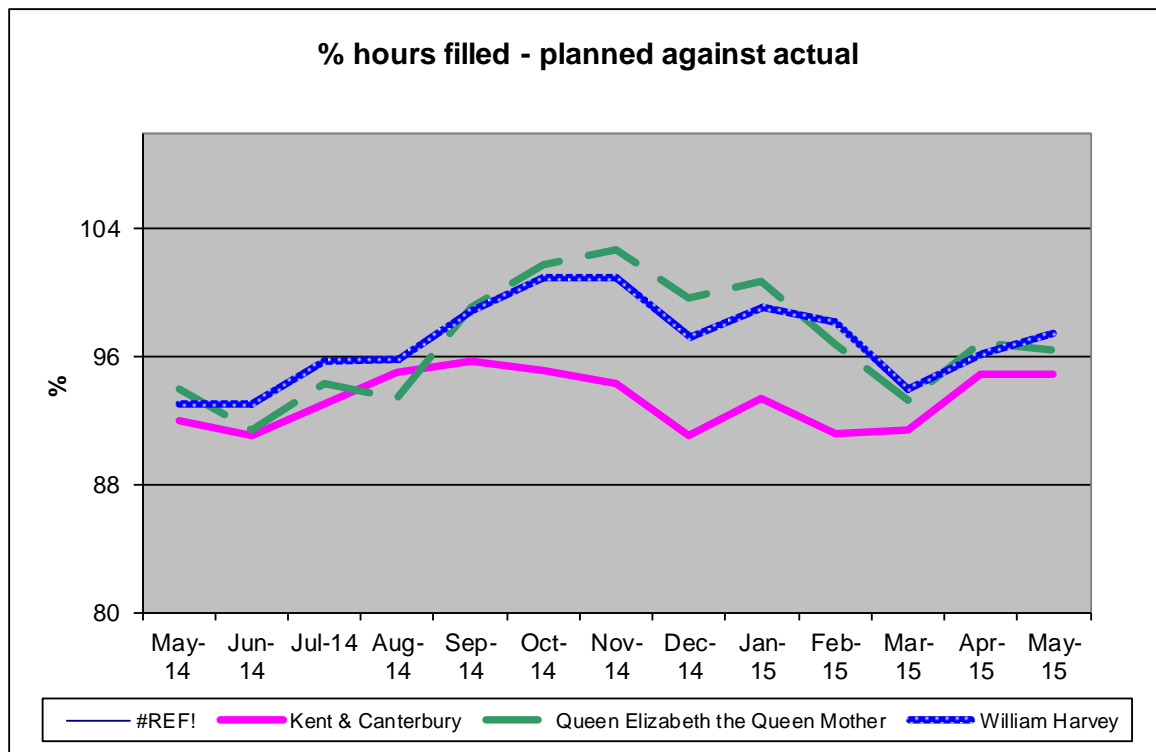
Hospital site	% Hours filled - planned against actual May 2015				
	DAY		NIGHT		Overall % hours filled
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	
Kent & Canterbury	84.8%	99.6%	96.5%	122.5%	
Queen Elizabeth the Queen Mother	90.1%	104.1%	97.4%	101.4%	96.41
William Harvey	91.7%	101.6%	97.7%	110.7%	97.45

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 22%

Gradual improvement was seen over the first months of reporting, 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 also reflects annual leave taken at year end. 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.

Figure 2. % hours filled planned against actual May 2014 to May 2015



Senior nursing leaders have reported that:

- It is still too soon 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 May 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. Detail on key quality indicators are included by ward within the heat map within the main report.

Data validation and sign-off steps have been implemented and the data will be reported externally via Unify/NHS Choices on 15th June. 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 May 2015

Division / Ward					
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Comments
Urgent Care & LongTerm Conditions					
Cambridge J	90.63	128.38	88.20	136.92	
Cambridge K	88.32	98.87	100.00	93.69	
Cambridge M2	107.71	102.72	103.94	114.98	
Coronary Care Unit (K&C)	62.51	N/A	100.28	N/A	RN sickness 4.0%
Coronary Care Unit (QE/MH)	85.35	84.22	98.51	93.95	
Coronary Care Unit (WHH)	93.87	102.02	100.67	70.97	HCA parenting leave
Minster	88.77	82.80	100.00	87.10	
Oxford	111.74	111.54	102.21	119.64	
Sandwich Bay	96.06	173.37	103.23	171.55	
St Margarets	107.30	102.66	107.37	114.27	
Deal	106.24	101.01	100.81	110.16	
Harvey	83.33	103.15	100.00	195.23	
Invicta	102.36	96.36	102.15	188.04	
Cambridge L	48.97	158.68	88.85	204.17	1.08 WTE RN Vacancy, 11% SL
Treble	72.93	97.62	96.77	135.76	
Mount/McMaster	97.92	100.38	96.77	184.95	
Fordwich Stroke Unit	89.33	114.48	99.10	110.52	
Kingston Stroke Unit	80.75	138.72	93.64	101.61	
Richard Stevens Stroke Unit	75.65	58.78	77.51	127.98	3.69 WTE RN Vacancy
Harbledown	76.44	107.61	100.27	91.60	1.79 WTE RN Vacancy
QE CDU	77.02	82.11	106.49	127.70	
WH CDU					
Cambridge M1	138.74	88.23	126.94	96.55	
Surgical Services					
Rotary Suite	103.38	106.80	100.00	100.00	
Cheerful Sparrows Female	90.22	133.44	89.59	84.24	
Clarke	89.81	89.74	91.98	99.33	
Cheerful Sparrows Male	65.17	138.22	89.20	93.55	2.77 WTE RN Vacancy, 29% ML
Kent	80.21	118.37	100.00	91.07	
Kings B Ward - WHH	112.62	98.50	117.39	158.32	
Kings A2	111.01	134.71	111.08	211.50	
Kings C1	87.20	127.08	100.00	103.37	
Kings C2	79.03	94.24	92.22	97.30	4.28 WTE RN Vacancy
Kings D Female					
Kings D Male	85.26	115.75	94.02	115.77	
Quex	80.02	116.39	100.00	87.10	
Bishopstone - split					
Seabathing - split	80.98	108.32	98.68	105.50	
Critical Care - WHH -	112.86	95.17	109.62	56.26	1.86 WTE HCA Vacancy
Critical Care - KCH	91.61	96.00	90.05	N/A	
Critical Care - QMH	87.55	55.28	92.61	N/A	0.92 WTE HCA Vacancy, 14% SL
Specialist Services					
KC Marlowe Ward	92.32	78.65	97.08	94.09	3.69 WTE HCA Vacancy
WH NICU	87.73	133.27	88.51	N/A	
WH Padua Ward	97.33	94.72	97.57	77.42	10% HCA ML
QE Rainbow Ward	93.49	69.77	100.00	N/A	
QE Birchington Ward	92.86	102.74	98.79	100.00	
WH Kennington Ward	89.58	100.86	97.38	N/A	
KC Brabourne Haematology Ward	68.63	82.10	102.42	N/A	7% RN sickness, 13% ML
WH Maternity Labour and Folkestone+	90.31	71.48	97.44	59.54	6% sickness. 7% ML
MLU WHH	108.60	59.76	101.75	61.29	1.45 WTE MCA Vacancy
QE Maternity Wards + MCA	96.92	89.65	89.31	92.47	
QE MLU	102.55	69.46	187.10	83.87	1.60 WTE MCA Vacancy, 8% SL
QE SCBU	83.75	90.93	88.31	N/A	

