

The Publication of Nurse staffing Data – February 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 February are over 94% at WHH, over 93% at QEQM and over 92% K&C, shown in Figure 1.

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

Hospital site	% Hours filled - planned against actual Feb 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	84.2%	86.8%	100.3%	126.1%	92.61
Queen Elizabeth the Queen Mother	91.4%	84.2%	103.0%	99.2%	93.20
William Harvey	90.5%	97.1%	96.3%	96.6%	94.10

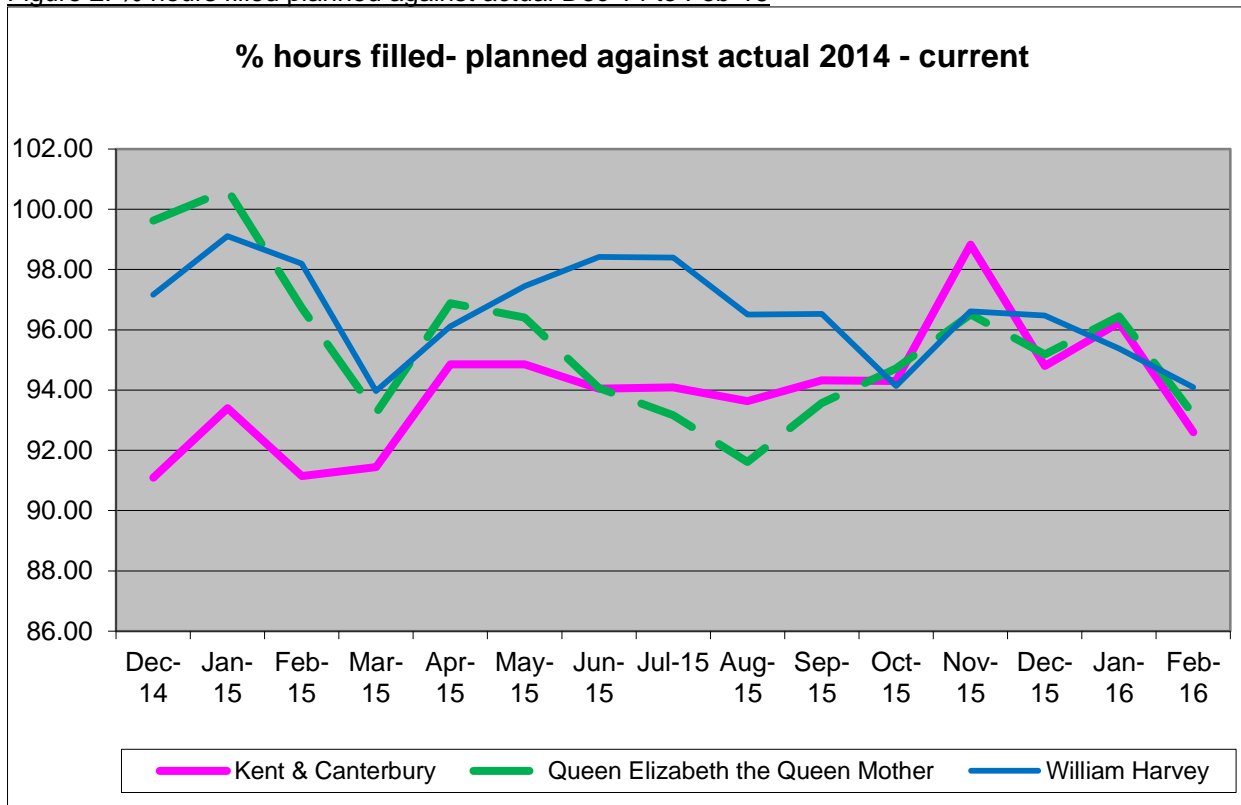
It should be possible to fill 100% of hours if:

- 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%

Figure 2 shows the slight reductions seen in % shift hours filled from Dec-14 to Mar-15 repeated in Dec-15 to Feb-16 which reflects 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 Dec-14 to Feb-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 February 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 on 14th March. 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 Feb-16

Division / Ward	DAY		NIGHT		Comments	Unavailability %		Sickness		Parenting	
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)		Registered	Unregistered	Registered	Unregistered	Registered	Unregistered
Urgent Care & LongTerm Conditions											
Cambridge J	92.42	159.81	120.51	157.83		20.6%	13.6%	2.9%	8.7%	0.0%	0.0%
Cambridge K	72.19	117.46	97.00	86.51	RN AL & Parenting	21.9%	20.6%	2.1%	3.2%	4.4%	0.0%
Cambridge M2	77.26	71.49	87.32	79.07	RN and HCA Sickness & Parenting.	14.5%	17.6%	8.3%	13.7%	18.9%	7.9%
Coronary Care Unit (K&C)	69.61	N/A	123.46	N/A	RN Sickness	14.9%		9.1%		0.0%	
Coronary Care Unit (QEQMH)	75.72	103.59	76.21	72.41	RN and HCA Sickness	16.2%	15.6%	14.9%	8.4%	0.0%	0.0%
Coronary Care Unit (WHH)	95.69	116.52	84.90	55.77	HCA impact of sickness when small WTE	19.2%	11.7%	4.0%	4.4%	2.6%	0.0%
Minster	74.06	99.42	97.02	97.69	RN Parenting	17.5%	15.0%	2.2%	1.2%	7.7%	0.0%
Oxford	92.59	69.37	103.37	98.95	HCA AL & Sickness	20.7%	31.5%	4.6%	15.2%	2.9%	0.0%
Sandwich Bay	89.57	101.61	99.22	137.70		19.9%	18.0%	3.6%	9.0%	0.0%	8.6%
St Margarets	105.68	65.18	103.44	124.96	HCA Sickness	16.6%	13.0%	8.0%	5.2%	0.0%	0.0%
Deal	96.52	67.61	83.58	107.28	HCA Sickness	22.8%	17.8%	2.8%	15.4%	0.6%	0.0%
Harvey	77.08	89.84	87.93	144.98	RN Sickness	14.6%	14.2%	16.0%	7.3%	0.0%	0.0%
Invicta	72.32	104.41	93.39	144.11	RN AL, Sickness & Parenting	21.8%	19.9%	5.1%	3.4%	4.2%	0.0%
Cambridge L	72.83	101.36	93.25	140.33	RN Sickness	16.7%	18.5%	3.5%	5.0%	0.0%	3.2%
Treble	90.77	86.60	107.05	271.06		14.8%	18.6%	2.5%	7.6%	0.0%	0.0%
Mount/McMaster	91.34	79.89	93.10	164.08	HCA Sickness	14.6%	15.2%	1.8%	4.9%	7.4%	0.0%
Fordwich Stroke Unit	104.64	84.00	135.03	102.59		14.8%	11.4%	6.5%	19.6%	4.6%	0.0%
Kingston Stroke Unit	59.37	90.36	81.58	101.87	RN Sickness & Parenting	17.9%	14.7%	10.3%	13.8%	8.0%	0.0%
Richard Stevens Stroke Unit	76.74	93.31	69.07	100.10	RN Parenting	11.8%	17.6%	1.9%	16.6%	5.6%	0.0%
Harbledown	108.06	98.94	99.78	103.16		17.2%	16.7%	2.8%	11.8%	0.0%	0.0%
QE St Augustine Contingency Ward	50.49	116.56	32.68	121.71	RN Parenting	15.3%	14.7%	1.1%	1.7%	17.0%	0.0%
QE CDU	83.14	110.75	111.81	173.09		15.2%	8.4%	6.7%	13.1%	5.1%	13.6%
WH CDU/Bethersden	103.41	82.16	99.04	81.11		19.2%	21.9%	3.9%	9.3%	10.6%	3.8%
KC ECC	101.34	84.27	99.82	97.02		13.9%	11.5%	10.7%	2.7%	2.3%	0.0%
Surgical Services											
Rotary Suite	101.42	96.27	96.55	127.59		14.9%	13.0%	6.2%	0.0%	0.0%	0.0%
Cheerful Sparrows Female	118.26	115.33	166.81	88.33		20.7%	9.6%	4.8%	23.6%	8.8%	0.0%
Clarke	67.79	82.22	81.11	93.30	RN Sickness	16.0%	15.9%	7.8%	5.3%	0.3%	0.0%
Cheerful Sparrows Male	90.17	124.50	139.15	96.10		17.2%	12.4%	5.0%	8.1%	0.0%	0.0%
Kent	112.97	92.06	100.30	89.34		16.6%	13.8%	12.4%	19.2%	10.5%	0.0%
Kings B Ward - WHH	88.55	98.81	98.43	181.11		16.2%	11.0%	2.1%	12.5%	0.0%	0.0%
Kings A2	105.98	98.34	111.81	72.41	HCA Sickness	25.4%	18.2%	5.9%	8.2%	0.0%	0.0%
Kings C1	85.06	132.32	98.58	98.13		20.2%	10.5%	3.1%	8.8%	0.0%	0.0%
Kings C2	65.27	96.99	86.17	93.10	RN Sickness	17.6%	11.6%	7.2%	2.7%	0.0%	13.2%
Kings D Female	83.48	116.13	89.72	112.41		19.4%	12.0%	1.0%	4.5%	2.5%	3.3%
Quex	100.65	75.39	98.28	100.00	HCA AL & Sickness	21.1%	30.8%	1.9%	4.6%	6.3%	0.0%
Bishopstone - split	86.36	74.80	88.48	95.25	HCA Sickness	22.5%	16.6%	6.9%	15.4%	3.9%	0.0%
Critical Care - WHH -	121.24	90.22	109.74	83.78		17.8%	20.0%	4.8%	4.7%	0.0%	0.0%
Critical Care - KCH	92.86	71.11	109.33	N/A	HCA impact of AL when small WTE	17.6%	34.3%	5.8%	0.0%	0.0%	0.0%
Critical Care - QMH	82.26	86.09	96.24	N/A		17.9%	10.8%	1.6%	7.9%	4.6%	0.0%
Specialist Services											
KC Marlowe Ward	90.76	85.59	107.30	119.86		16.5%	13.2%	9.2%	7.6%	4.0%	10.8%
WH NICU	84.02	72.42	83.78	N/A	HCA Sickness	18.0%	16.2%	8.2%	5.8%	2.0%	0.0%
WH Padua Ward	95.74	70.56	99.29	37.93	HCA Sickness & Parenting	14.7%	15.3%	3.0%	12.4%	0.0%	10.0%
QE Rainbow Ward	91.93	75.84	100.00	N/A	HCA Sickness	17.0%	14.4%	4.4%	5.4%	0.0%	0.0%
QE Birchington Ward	83.03	110.62	98.35	108.20		22.7%	18.5%	5.5%	0.0%	4.0%	0.0%
WH Kennington Ward	94.50	91.33	110.39	N/A		19.0%		4.6%		4.1%	
KC Brabourne Haematology Ward	81.98	50.41	103.77	N/A	HCA impact of sickness when small WTE	20.2%	13.5%	1.3%	66.7%	0.0%	0.0%
WH Maternity Labour and Folkestone+	94.84	60.93	94.24	53.45	HCA Parenting	21.4%	18.6%	5.4%	0.6%	5.3%	7.5%
MLU WHH	105.60	72.02	93.74	75.86	HCA impact of AL when small WTE	16.3%	17.3%	8.6%	0.0%	0.0%	0.0%
QE Maternity Wards + MCA	99.67	64.02	87.33	94.56	HCA Sickness & Parenting	18.1%	20.5%	4.7%	4.8%	4.4%	4.6%
QE MLU	84.10	84.00	189.91	65.52	HCA Sickness	17.9%	12.2%	2.5%	15.9%	0.0%	0.0%
QE SCBU	84.17	92.54	97.70	N/A		16.2%	22.1%	3.1%	0.0%	0.0%	0.0%