

The Publication of Nurse staffing Data – July 14

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.
- The April ward staffing review was reported to the June Board of Directors and will be repeated every 6 months. The next review will also include A+E departments, Theatres and Midwifery.
- 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. 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 on 16th May 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. This report is the third of the monthly reports to the Board and the aggregated fill rates by site are 95.6% at WHH, 94% across QEQM and 98% K&C in July, shown in Figure 1.

Figure 1. % hours filled planned against actual by site during July 2014

Hospital site	% Hours filled - planned against actual July 2014				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	91.0%	84.8%	97.5%	113.0%	93.05
Queen Elizabeth the Queen Mother	92.5%	93.4%	95.7%	99.9%	94.26
William Harvey	92.4%	100.8%	94.9%	99.8%	95.66

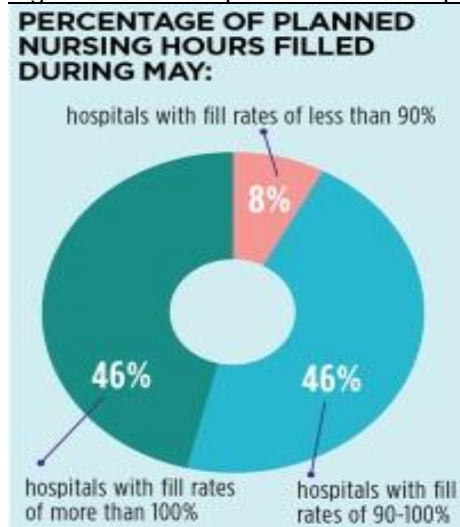
An improvement has been seen over the first 3 months of reporting, shown in figure 2.

Figure 2. % hours filled planned against actual 2014/15

Hospital site	% Hours filled - planned against actual 2014/15		
	May-14	Jun-14	Jul-14
Kent & Canterbury	92	91.08	93.05
Queen Elizabeth the Queen Mother	94	91.34	94.26
William Harvey	93	93.16	95.66

The national profile, reported in June, of this data indicates that 8% Trusts fall below 90%, 46% exceed 100% and 46% achieve between 90 – 100% of planned v actual shift hours.

Figure 3. National performance of % planned hours filled.



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.

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%

Figure 4 shows total monthly hours actual against planned and % fill during July 2014 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 4, and detail is provided on contributory factors.

Data validation and sign-off steps have been implemented and the data will be reported externally via Unify/NHS Choices on 15th August. The national data will be published representing each hospital site on the NHS Choices website.

Figure 4. Total monthly hours actual against planned and % fill by ward during July 2014

Division / Ward	DAY				NIGHT				DAY		NIGHT		Comments
	Registered nurses /Midwives		Care staff		Registered nurses /Midwives		Care staff		Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	
	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours					
Urgent Care & LongTerm Conditions													
Cambridge J	1845.5	1632.68	864	1170.98	914.5	766.25	976.5	982.5	88.47	135.53	83.79	100.61	
Cambridge K	2137	1820	779.5	717	713	713	713	702.5	85.17	91.98	100.00	98.53	
Cambridge M2	1312	1437.0167	877	820.94	744	693.26	372	522.83	109.53	93.61	93.18	140.55	
Coronary Care Unit (K&C)	1124.5	887.28	133	0	713	713.5	0	0	78.90	0.00	100.07		1.42 RN vacancy. Only 0.6 HCA and post vacant
Coronary Care Unit (QEQMH)	1400	1315	602.5	316.5	620	623	310	301.5	93.93	52.53	100.48	97.26	Of the 4.0 HCA posts 1.0 is vacant and 2.0 ML
Coronary Care Unit (WHH)	1936.5	1747.75	372	408	1426	1290.75	356.5	253	90.25	109.68	90.52	70.97	4.0 HCA and 1.0 on AL each week - 25% AL
Minster	1528.5	1367.92	1371	1352	651	640.5	651	663.75	89.49	98.61	98.39	101.96	
Oxford	986.5	1117.21	687.25	569.25	713	681.5	356.5	369	113.25	82.83	95.58	103.51	
Sandwich Bay	1282.5	1309.85	1091	1146.14	651	657.75	651	524.25	102.13	105.05	101.04	80.53	
St Margarets	1382.5	1204.85	1395	1297.34	620	534	350	469.5	87.15	93.00	86.13	134.14	
Deal	1575	1788.5	1207.5	1053.5	620	627.5	620	681.5	113.56	87.25	101.21	109.92	
Harvey	1176.5	1058.67	1178	1150	713	713	356.5	356.5	89.98	97.62	100.00	100.00	
Invicta	1357.5	1404	1047	1031	744	692.75	372	719.5	103.43	98.47	93.11	193.41	
Cambridge L	2261.5	1928.17	1219	967.83	713	667	713	734.5	85.26	79.40	93.55	103.02	HCA sickness 7%. Nights covered as priority
Treble	1328.5	1432.8567	1462.5	1012.85	713	713	356.5	464	107.86	69.25	100.00	130.15	HCA sickness 9.5%. 1.4 HCA vacancy
Mount/McMaster	1149	1197.5	1387.5	1170.52	744	756	372	393.5	104.22	84.36	101.61	105.78	
Fordwich Stroke Unit	2205	2046.2533	975	1031.1667	976.5	985.17	651	698	92.80	105.76	100.89	107.22	
Kingston Stroke Unit	2066.5	1524.02	1145.5	1045.09	1069.5	1023.5	713	909.25	73.75	91.23	95.70	127.52	1.67 RN vacancy
Richard Stevens Stroke Unit	1768	1555.5	1186.5	1493.75	1069.5	908.5	713	698	87.98	125.90	84.95	97.90	
Harbledown	1267.5	1344.5	1176	1122.5	744	730	744	751.5	106.07	95.45	98.12	101.01	
CDU	2491.5	2125.82	2005.5	1583.99	1023	1254.5	1023	841.5	85.32	78.98	122.63	82.26	HCA sickness 13%
CDU/Bethersden	3171	3347.42	1631	1922	2418	2500.5	930	785.5	105.56	117.84	103.41	84.46	
Surgical Services - Enohi													
Rotary Suite	1646	1588.92	1072.5	1036.08	682	682	341	481.25	96.53	96.60	100.00	141.13	
Cheerful Sparrows Female	1242.5	1564.59	884.5	982.25	620	610.33	620	597	125.92	111.05	98.44	96.29	
Clarke	2485	2052.85	1487.5	1365.36	682	656.5	682	616.25	82.61	91.79	96.26	90.36	
Cheerful Sparrows Male	1242	1176.6033	912	930.74	682	620.75	682	842.25	94.73	102.05	91.02	123.50	
Kent	1498.75	1419.75	1063.92	960	713	713	356.5	325.5	94.73	90.23	100.00	91.30	
Kings B Ward - WHH	1432	1368.9833	1348.75	963.42	713	726.75	565.75	520.5	95.60	71.43	101.93	92.00	0.84 HCA vacancy. HCA sickness 25%
Kings A2	1113.5	1065.81	1040	1027.21	713	672.75	356.5	346	95.72	98.77	94.35	97.05	
Kings C1	1496.72	1407.17	1157.21	1360.75	713	713	713	891.5	94.02	117.59	100.00	125.04	
Kings C2	1768.5	1350.44	1108	1122.34	713	659.5	621	653	76.36	101.29	92.50	105.15	3.78 RN vacancy. RN sickness 8.7%
Kings D Female	2600	2129.5	1881.25	1993.76	1426	1393.73	1069.5	1225	81.90	105.98	97.74	114.54	
Quex	1413	1396.26	763.5	563.25	620	621.5	310	260	98.82	73.77	100.24	83.87	HCA sickness 13%
Seabathing / Bishopstone	3429.5	2849.16	2673.5	2616.77	1271	1249.75	1271	1168.58	83.08	97.88	98.33	91.94	
Critical Care - WHH -	2999	3405.1	753.5	612.5	2852	3333.17	149.5	206	113.54	81.29	116.87	137.79	
Critical Care - KCH	2498	2044.51	207.5	265.5	2139	1956.25	5	57.5	81.85	127.95	91.46	1150.00	
Critical Care - QMH	3439.5	2783.75	435	285	2728	2255	0	0	80.93	65.52	82.66		Only 2.8 HCA and 1.0 post vacant.
Specialist Services													
KC Marlowe Ward	2994.98	2766.16	1714.98	1267.42	1392	1289	744	720.5	92.36	73.90	92.60	96.84	4.0 HCA vacancy
WH NICU	3796	2935.9967	345	770.5	3565	3204.43	0	0	77.34	223.33	89.89		5.87 RN vacancy
WH Padua Ward	2831	2674	974	1061.5	1426	1391.5	46	11.5	94.45	108.98	97.58	25.00	Introduced HCA night cover as part of restructure
QE Rainbow Ward	2327.5	1935.92	894	867	1067	1023	0	0	83.18	96.98	95.88		
QE Birchington Ward	1447.5	1114.27	697.5	1006.2533	682	675.25	341	299.25	76.98	144.27	99.01	87.76	1.0 RN ML being recruited to
WH Kennington Ward	840.65	745.4	723.15	822.94	775	568.5	387.5	283.75	88.67	113.80	73.35	73.23	2.03 RN vacancy
KC Brabourne Haematology Ward	1136	1153	465	188.5	620	752.23	0	0	101.50	40.54	121.33		2.0 HCA posts. 1.0 on ML/under recruitment
WH Maternity Labour and Folkestone+ MCA	4277.5	4264.17	1950	1662.5	3208.5	2916.75	1426	1044.5	99.69	85.26	90.91	73.25	4.96 MCA vacancy. MCA sickness 11%
MLU WHH	814.5	827.5	417.5	322	713	606.5	356.5	287.5	101.60	77.13	85.06	80.65	High MCA leave - 20% AL, 6.5% study, 3.8% other
QE Maternity Wards + MCA	3377.5	3368.39	2065	1481	2441.25	2166.25	1046.25	1046.25	99.73	71.72	88.74	100.00	5.0 MCA vacancy
QE MLU	782.5	869.5	395	365	348.75	686.25	348.75	292.5	111.12	92.41	196.77	83.87	
QE SCBU	1453	1210.51	285	252.33	1069.5	1023.5	0	0	83.31	88.54	95.70		