

The Publication of Nurse staffing Data – July 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 April review was reported to the Trust Board in July 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 July are over 98% at WHH, over 94% at K&C and over 93% at QEQM, shown in Figure 1.

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

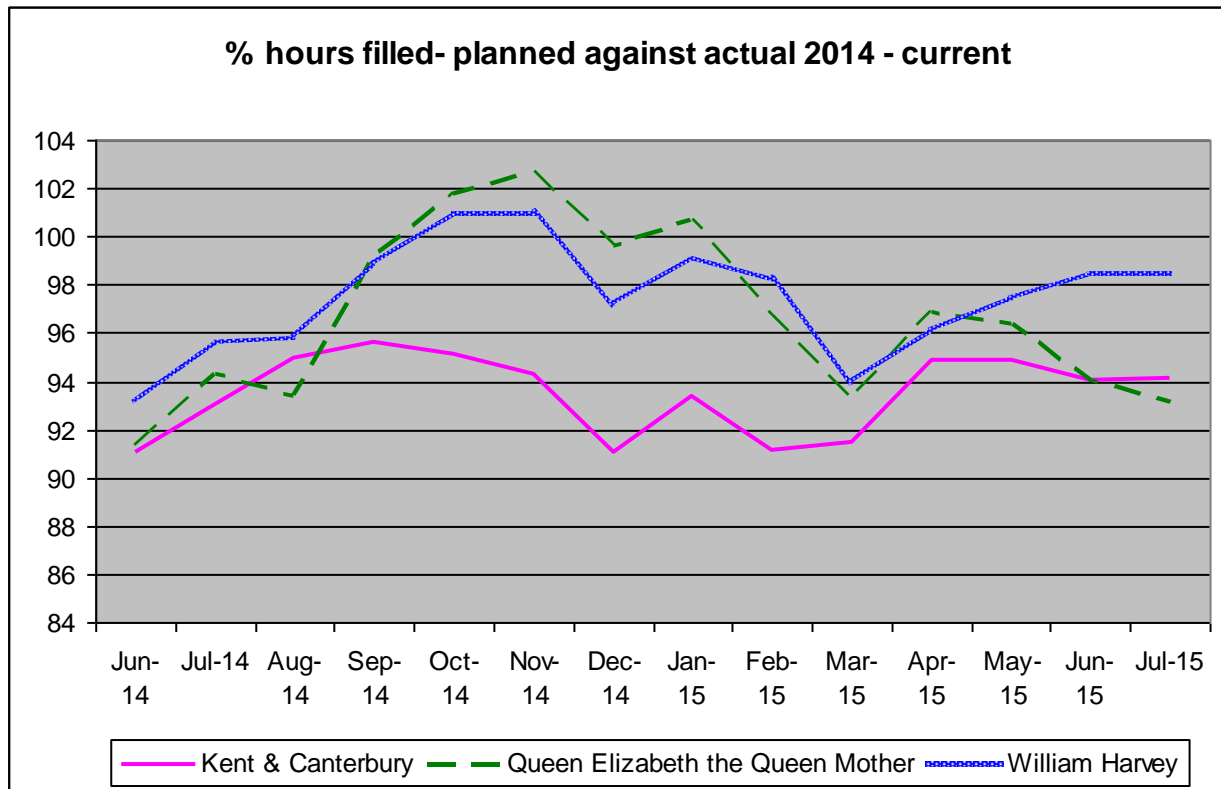
Hospital site	% Hours filled - planned against actual July 2015				Overall % hours filled
	DAY		NIGHT		
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	
Kent & Canterbury	82.3%	99.8%	98.2%	122.0%	94.10
Queen Elizabeth the Queen Mother	86.1%	98.5%	95.1%	104.0%	93.17
William Harvey	93.1%	103.0%	96.9%	113.3%	98.41

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%

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 July 2015



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 July 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 August. 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 July 2015

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 Conditions											
Cambridge J	104.03	154.14	88.41	155.47		16.20%	12.50%	2.30%	14.10%	0.0%	0.0%
Cambridge K	96.26	137.62	100.00	98.22		11.90%	10.00%	8.40%	6.20%	4.80%	8.00%
Cambridge M2	97.57	97.55	99.29	100.23		16.50%	20.60%	12.60%	2.90%	0.0%	10.30%
Coronary Care Unit (K&C)	58.80	0.00	100.00	N/A	3wte RN Vacancy	14.80%	0.0%	3.40%	0.0%	0.0%	0.0%
Coronary Care Unit (QEQMH)	82.27	92.28	100.36	100.97		19.20%	11.30%	0.4%	9.00%	0.0%	0.0%
Coronary Care Unit (WHH)	90.34	116.67	99.33	54.84	sickness	16.80%	20.30%	1.40%	7.5%	4.00%	0.0%
Minster	68.17	105.43	97.87	95.56	1.2wte RN Vacancy	15.20%	14.30%	1.70%	2.10%	0.0%	3.20%
Oxford	100.34	104.19	94.11	107.57		14.30%	13.70%	3.70%	10.50%	8.00%	12.10%
Sandwich Bay	93.96	145.11	96.11	171.41		12.20%	18.40%	2.60%	4.10%	16.60%	0.0%
St Margarets	96.57	71.60	96.77	119.66	AL close to limit	22.90%	16.40%	1.00%	2.30%	0.00%	0.0%
Deal	76.19	95.45	99.11	116.13	parenting	12.00%	11.20%	0.00%	3.90%	8.30%	6.10%
Harvey	98.83	97.58	100.00	200.84		15.50%	15.10%	1.50%	2.4%	0.0%	0.0%
Invicta	75.02	114.65	98.39	184.95	sickness	13.00%	5.10%	7.30%	17.90%	3.60%	0.00%
Cambridge L	65.67	130.01	96.77	137.31	parenting	8.40%	13.60%	2.30%	4.80%	4.00%	0.00%
Treble	88.55	84.96	98.39	126.30		12.90%	15.80%	2.40%	7.70%	0.00%	0.0%
Mount/McMaster	73.93	107.16	98.45	188.98	parenting	19.10%	15.40%	2.20%	1.60%	7.60%	0.0%
Fordwich Stroke Unit	85.45	109.48	101.13	99.88		14.70%	12.20%	7.00%	12.30%	4.60%	0.0%
Kingston Stroke Unit	80.77	132.83	89.11	113.04		16.80%	11.40%	6.30%	9.20%	0.0%	0.0%
Richard Stevens Stroke Unit	70.93	58.15	85.97	144.46	parenting	14.10%	14.80%	3.40%	2.40%	3.90%	7.30%
QE St Augustine Contingency Ward	73.50	104.38	93.29	119.98	AL close to limit	20.8%	9.1%	1.2%	8.1%	0.00%	0.00%
Harbledown	70.67	93.08	95.43	98.59	sickness	12.50%	11.30%	9.30%	18.70%	0.0%	0.0%
QE CDU	81.09	85.20	83.58	93.18		11.40%	13.30%	10.50%	0.60%	9.90%	7.40%
WH CDU/Bethersden	112.88	116.90	95.36	131.61		16.00%	11.00%	3.30%	8.90%	6.80%	4.50%
KC ECC	100.62	76.11	97.35	87.97	sickness	20.3%	13.3%	5.1%	14.1%	0.00%	0.00%
Surgical Services											
Rotary Suite	101.73	102.28	90.76	119.13		16.30%	12.40%	0.5%	0.0%	0.0%	0.0%
Cheerful Sparrows Female	95.64	126.44	88.40	94.06		17.40%	15.40%	6.30%	2.90%	0.0%	0.0%
Clarke	82.35	110.95	93.73	90.04		16.70%	15.50%	2.20%	9.20%	0.0%	0.0%
Cheerful Sparrows Male	79.64	146.06	69.95	111.99	parenting	14.30%	15.90%	2.5%	1.4%	32.80%	0.0%
Kent	92.58	102.56	96.77	90.33		16.20%	11.50%	2.60%	0.0%	17.00%	10.50%
Kings B Ward - WHH	108.11	87.39	90.55	197.83	Optional twilight duties used	15.20%	16.30%	1.00%	7.80%	0.0%	5.90%
Kings A2	112.21	141.30	103.72	253.87		15.20%	13.70%	1.50%	0.80%	3.9%	0.0%
Kings C1	92.81	115.39	100.14	98.39		13.40%	17.20%	1.40%	0.60%	0.0%	0.00%
Kings C2	75.06	97.09	90.60	101.61	sickness	13.70%	15.00%	7.90%	7.80%	0.0%	14.00%
Kings D	88.91	113.39	90.45	129.34		13.40%	17.30%	2.80%	1.90%	0.0%	0.0%
Quex	78.20	122.04	98.39	93.55	AL close to limit	17.70%	15.80%	0.4%	0.00%	0.0%	22.20%
Bishopstone / Seabathing split	73.66	91.40	89.94	89.44	sickness	14.90%	15.10%	9.40%	11.60%	2.10%	0.0%
Critical Care - WHH -	116.11	110.84	110.99	52.72	Impact of AL when small no.s	11.90%	18.40%	5.60%	3.30%	4.60%	0.0%
Critical Care - KCH	92.63	132.29	101.88	N/A		15.70%	0.00%	2.40%	0.00%	3.80%	0.0%
Critical Care - QMH	80.31	66.55	93.67	N/A	Impact of AL when small no.s	20.80%	11.50%	0.90%	3.3%	1.40%	0.0%
Specialist Services											
KC Marlowe Ward	86.38	81.43	97.72	95.09		14.30%	11.00%	1.00%	6.40%	7.90%	6.10%
WH NICU	85.07	161.75	89.78	N/A		13.80%	1.80%	7.30%	0.0%	2.70%	0.0%
WH Padua Ward	97.04	72.94	100.05	67.74	parenting	16.40%	15.40%	1.50%	11.60%	0.0%	10.50%
QE Rainbow Ward	94.97	85.19	97.87	N/A		15.10%	12.20%	6.60%	4.60%	3.10%	0.0%
QE Birchington Ward	83.68	113.13	80.11	126.92		11.70%	16.00%	4.50%	1.00%	12.80%	0.0%
WH Kennington Ward	74.13	95.99	98.49	N/A	sickness	15.30%	17.10%	10.70%	9.20%	8.50%	0.0%
KC Brabourne Haematology Ward	73.01	57.21	105.85	N/A	parenting / sickness	14.10%	22.60%	1.80%	45.20%	7.90%	0.0%
WH Maternity Labour and Folkestone+ MCA	98.08	87.75	100.80	71.08	sickness	13.60%	9.80%	14.70%	5.50%	8.50%	0.70%
MLU WHH	96.55	81.82	87.80	55.26	parenting	13.80%	9.00%	0.70%	0.00%	6.90%	26.00%
QE Maternity Wards + MCA	101.78	70.58	90.81	92.52	sickness	11.00%	19.60%	8.90%	11.00%	0.00%	5.40%
QE MLU	103.85	118.49	171.47	96.77		15.70%	9.60%	11.30%	0.00%	7.90%	0.0%
QE SCBU	95.09	81.07	101.26	N/A		14.80%	18.80%	1.60%	0.0%	0.0%	26.30%

