

The Publication of Nurse staffing Data – October 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 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 October are over 100% at QEQM and WHH and over 95% across K&C, shown in Figure 1.

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

Hospital site	% Hours filled - planned against actual Oct 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	94.7%	93.0%	95.6%	100.9%	95.13%
Queen Elizabeth the Queen Mother	99.1%	113.7%	101.2%	88.4%	101.79%
William Harvey	98.4%	115.8%	95.7%	94.9%	100.92%

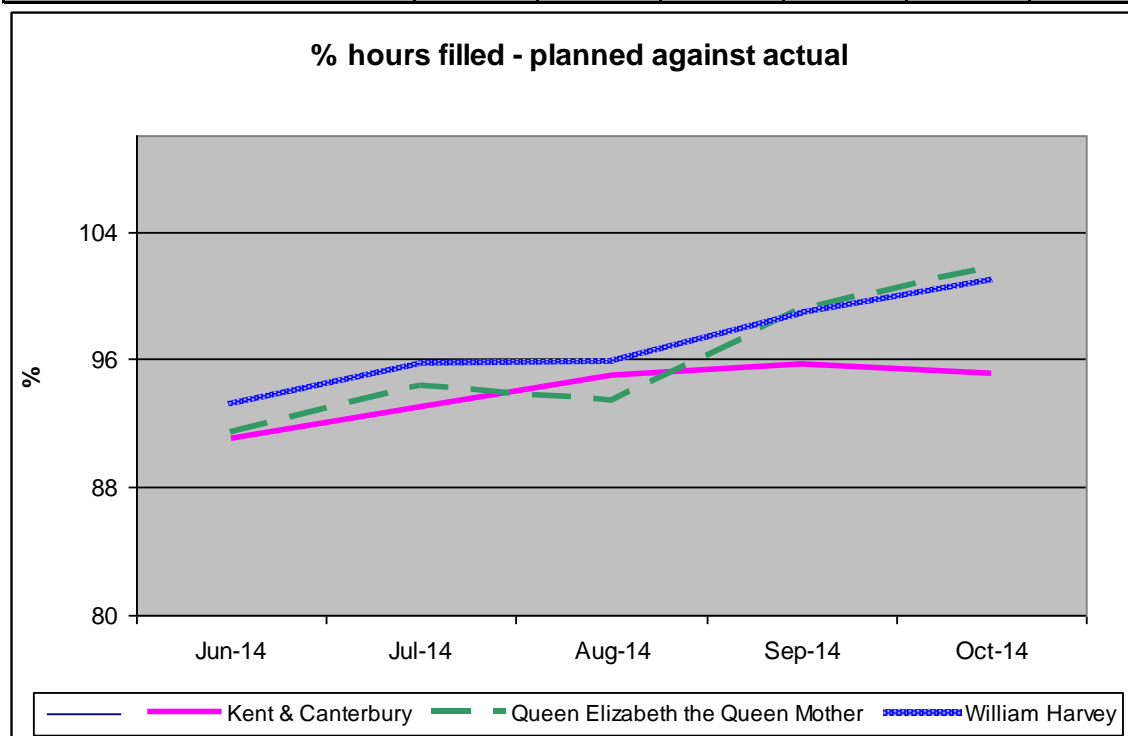
It should be possible to fill 100% of hours if:

- 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 has been seen over the first 6 months of reporting, shown in figure 2. 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.

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

% Hours filled - planned against actual 2014/15						
Hospital site	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14
Kent & Canterbury	92	91.08	93.05	94.97	95.65	95.14
Queen Elizabeth the Queen Mother	94	91.34	94.26	93.37	99.09	101.80
William Harvey	93	93.16	95.66	95.82	98.83	100.93



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 October 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, 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 14th November. 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 October 2014

Division / Ward	DAY				NIGHT				DAY		NIGHT		Comments
	Registered nurses		Care staff		Registered nurses		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	1784.00	1837.51	857.00	1618.01	713.00	790.75	721.50	754.50	103.00	188.80	110.90	104.57	
Cambridge K	1961.00	1667.50	797.00	859.00	701.00	706.00	701.00	671.50	85.03	107.78	100.71	95.79	
Cambridge M2	1314.00	1402.56	875.00	820.10	744.00	706.00	372.00	368.17	106.74	93.73	94.89	98.97	
Coronary Care Unit (K&C)	1114.09	896.71	140.00	3.75	713.00	715.75	0.00	0.00	80.49		100.39		HCA 0.66 WTE Vacancy
Coronary Care Unit (QEQMH)	1410.00	1262.00	572.50	543.75	620.00	642.50	310.00	291.50	89.50	94.98	103.63	94.03	
Coronary Care Unit (WHH)	1936.50	1812.08	372.00	401.50	1426.00	1289.00	243.50	195.50	93.58	107.93	90.39	80.29	
Minster	1549.50	1462.84	1380.00	1472.50	663.00	693.99	663.00	533.50	94.41	106.70	104.67	80.47	
Oxford	1095.75	1171.02	670.50	932.25	713.00	472.00	356.50	276.00	106.87	139.04	66.20	77.42	RN 2.27 WTE Vacancy.HCA 12% Sickness)
Sandwich Bay	1252.50	1381.77	910.00	1398.41	651.00	575.42	325.50	315.67	110.32	153.67	88.39	96.98	
St Margarets	1350.00	1209.42	1392.50	1681.20	620.00	548.50	360.00	655.33	89.59	120.73	88.47	182.04	
Deal	1803.00	2035.50	1224.00	1324.00	620.00	585.00	620.00	423.00	112.90	108.17	94.35	68.23	HCA 3.39 WTE Vacancy
Harvey	1024.50	941.50	1136.00	1403.50	713.00	668.00	356.50	441.00	91.90	123.55	93.69	123.70	
Invicta	1412.70	1401.25	1111.50	900.73	744.00	720.00	372.00	517.00	99.19	81.04	96.77	138.98	
Cambridge L	2133.50	1869.41	1210.50	1566.17	713.00	692.00	713.00	854.50	87.62	129.38	97.05	119.85	
Treble	1318.00	1111.11	1198.00	1241.92	713.00	724.50	356.50	369.00	84.30	103.67	101.61	103.51	
Mount/McMaster	1113.00	1123.08	1387.50	1108.45	744.00	744.00	372.00	382.00	100.91	79.89	100.00	102.69	HCA 1.65 WTE Vacancy
Fordwich Stroke Unit	2082.00	2089.00	988.50	1245.25	976.50	1024.83	651.00	597.50	100.34	125.97	104.95	91.78	
Kingston Stroke Unit	2017.50	1833.02	1152.50	885.08	1069.50	1039.00	713.00	610.50	90.86	76.80	97.15	85.62	HCA 2.32 WTE Vacancy
Richard Stevens Stroke Unit	1996.50	1576.25	1116.50	1364.50	1069.50	826.00	713.00	726.00	78.95	122.21	77.23	101.82	RN 3.0 WTE Maternity & 7.89% Sickness
Harbledown	1488.00	1499.00	1191.00	1128.42	744.00	756.00	744.00	648.50	100.74	94.75	101.61	87.16	
QE CDU	2301.00	2261.48	1609.50	1441.14	1364.00	1086.50	682.00	685.50	98.28	89.54	79.66	100.51	RN 4.15 WTE Vacancy
WH CDU/Bethersden	3102.00	3613.00	1837.00	1614.00	2682.00	2423.00	774.00	786.50	116.47	87.86	90.34	101.61	
Surgical Services													
Rotary Suite	1644.00	1861.08	1065.00	1107.25	682.00	645.50	341.00	297.00	113.20	103.97	94.65	87.10	
Cheerful Sparrows Female	1222.50	1641.06	917.00	1273.08	620.00	689.50	620.00	406.00	134.24	138.83	111.21	65.48	HCA 12.89% Sickness
Clarke	2432.50	2170.66	1466.50	1669.99	682.00	667.00	682.00	692.73	89.24	113.88	97.80	101.57	
Cheerful Sparrows Male	1185.00	1297.47	903.00	1397.48	660.00	632.50	682.00	552.30	109.49	154.76	95.83	80.98	HCA 1.93 WTE Vacancy
Kent	1654.73	1671.56	845.75	759.82	713.00	681.50	494.50	482.00	101.02	89.84	95.58	97.47	
Kings B Ward - WHH	1420.00	1403.57	1228.75	1385.71	713.00	820.25	356.50	476.00	98.84	112.77	115.04	133.52	
Kings A2	1096.75	1207.26	1012.75	1033.50	713.00	620.98	356.50	487.67	110.08	102.05	87.09	136.79	
Kings C1	1496.55	1533.59	1163.39	1434.09	713.00	752.50	713.00	609.50	102.48	123.27	105.54	85.48	
Kings C2	1680.50	1403.35	1150.00	1396.97	713.00	575.00	621.00	518.50	83.51	121.48	80.65	83.49	
Kings D Male & Female	2598.50	2454.08	1863.75	2641.82	1426.00	1120.25	1069.50	1088.23	94.44	141.75	78.56	101.75	RN 1.64 WTE Maternity
Quex	1585.00	1237.58	370.00	674.42	620.00	656.00	310.00	213.00	78.08	182.28	105.81	68.71	RN 1.38 WTE Vacancy, HCA 21.3% Sickness
Bishopstone / Seabathing	2806.50	3146.67	2674.50	2511.08	1307.00	1397.00	1307.00	1181.00	112.12	93.89	106.89	90.36	
Critical Care - WHH -	2960.50	3807.80	612.00	830.00	2852.00	3821.17	149.50	368.00	128.62	135.62	133.98	246.15	
Critical Care - KCH	2533.00	2346.75	193.50	349.00	2139.00	2066.75	58.50	88.50	92.65	180.36	96.62	151.28	
Critical Care - QMH	3289.50	3117.08	366.50	373.50	2098.00	2245.00	0.00	0.00	94.76	101.91	107.01		
Specialist Services													
KC Marlowe Ward	3024.00	3085.48	1665.98	1244.91	1392.00	1115.00	744.00	705.25	102.03	74.73	80.10	94.79	HCA 5.07 WTE Vacancy
WH NICU	3752.50	3357.29	454.50	571.75	3507.50	3117.67	138.00	138.00	89.47	125.80	88.89	100.00	
WH Padua Ward	2920.00	2772.50	898.50	824.50	1426.00	1450.75	218.50	184.00	94.95	91.76	101.74	84.21	
QE Rainbow Ward	2350.00	2283.50	726.50	888.00	1078.00	1023.00	0.00	0.00	97.17	122.23	94.90		
QE Birchington Ward	1439.17	1301.62	695.00	1019.26	682.00	627.75	341.00	232.50	90.44	146.66	92.05	68.18	HCA 0.98WTE Vacancy
WH Kennington Ward	738.65	1045.23	934.11	972.83	744.00	431.00	60.00	84.00	141.51	104.15	57.93	140.00	RN 1.0 WTE Vacancy
KC Brabourne Haematology Ward	1005.00	996.00	316.50	287.50	744.00	720.00	0.00	0.00	99.10	90.84	96.77	N/A	
WH Maternity Labour and Folkestone+ MC	4454.00	4151.99	2017.50	1547.75	3208.50	2949.50	1426.00	782.00	93.22	76.72	91.93	54.84	MCA 15.51% Sickness
MLU WHH	822.50	858.75	402.50	352.00	713.00	684.50	356.50	255.00	104.41	87.45	96.00	71.53	MCA 1.63 WTE Vacancy
QE Maternity Wards + MCA	3360.00	3313.78	2055.00	1582.00	2441.25	2229.92	1046.25	978.75	98.62	76.98	91.34	93.55	HCA 2.0 WTE Maternity, 7.93% Sickness
QE MLU	817.50	723.26	395.00	365.00	348.75	630.00	348.75	326.25	88.47	92.41	180.65	93.55	
QE SCBU	1460.00	1186.67	341.50	342.45	1069.50	1058.00	0.00	0.00	81.28	100.28	98.92		