

The Publication of Nurse staffing Data – December 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 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 will be 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 December are over 96% at WHH, over 95% for QEQM and near 95% for the K&C site, shown in Figure 1.

Figure 1. % hours filled planned against actual by site during Dec-15

Hospital site	% Hours filled - planned against actual Dec 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	88.3%	94.3%	98.0%	117.8%	94.80
Queen Elizabeth the Queen Mother	87.9%	102.7%	97.3%	102.9%	95.19
William Harvey	93.5%	97.3%	98.6%	100.6%	96.48

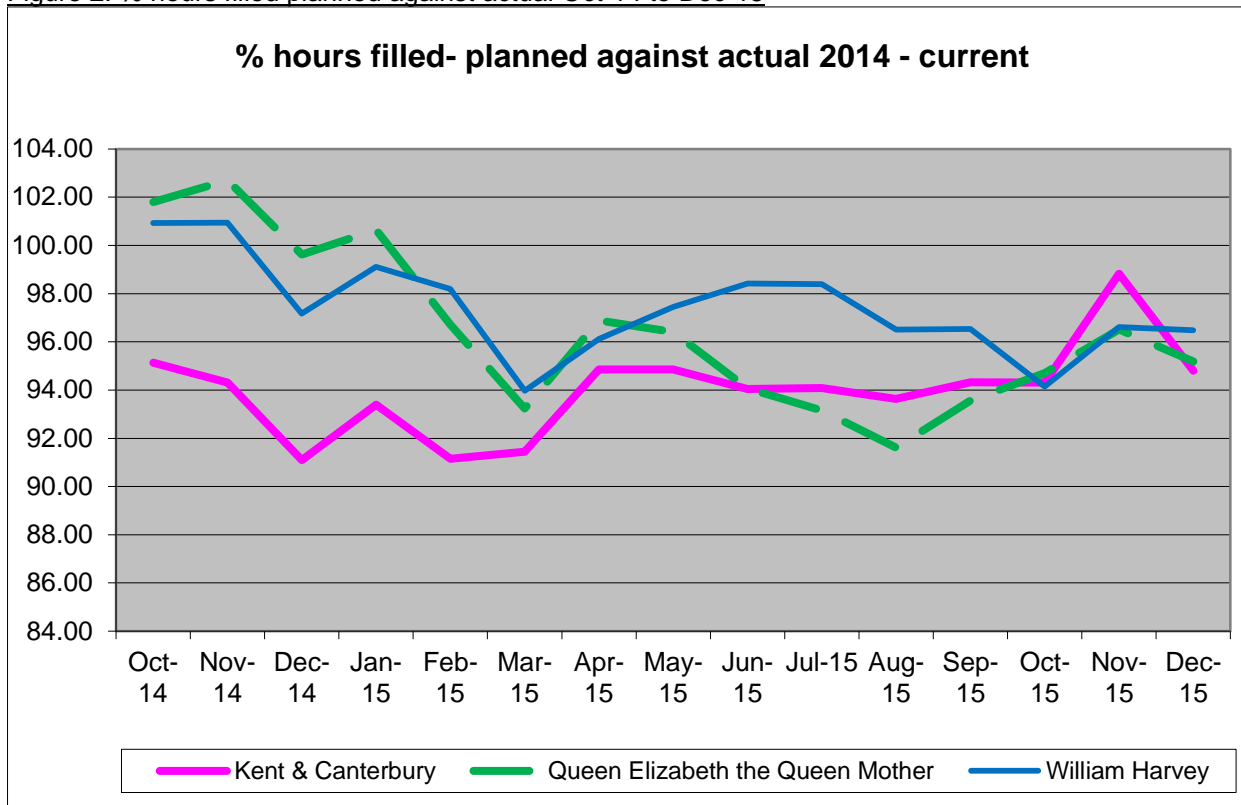
It should be possible to fill 100% of hours if:

- 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%

Although gradual improvement was seen over the first months of reporting a reduction in % shift hours filled has been seen since Nov-14, 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 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 Oct-14 to Dec-15



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 December 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 18th January. 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 Dec-15

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 Cond											
Cambridge J	97.86	165.25	108.18	150.70		14.4%	10.9%	2.3%	8.9%	0.0%	0.0%
Cambridge K	88.56	130.32	103.86	97.05		16.3%	14.4%	2.8%	1.4%	5.0%	0.0%
Cambridge M2	99.11	96.50	92.62	90.52		15.6%	15.2%	7.9%	10.9%	5.3%	0.0%
Coronary Care Unit (K&C)	72.68	N/A	99.75	N/A	Impact of AL when small no.s in establishment	18.6%		1.1%		0.0%	
Coronary Care Unit (QEQMH)	83.10	102.94	93.55	80.65		13.4%	10.5%	0.6%	2.8%	0.0%	0.0%
Coronary Care Unit (WHH)	96.55	91.40	98.18	55.40	Impact of AL when small no.s in establishment	11.5%	17.6%	1.1%	0.0%	7.2%	0.0%
Minster	77.90	95.54	88.87	111.25	RN Sickness & ML	12.9%	12.2%	5.6%	2.9%	7.4%	0.0%
Oxford	106.88	103.86	101.54	92.57		15.5%	8.4%	6.7%	24.6%	2.1%	0.0%
Sandwich Bay	89.31	149.58	98.39	154.62		15.5%	8.6%	0.6%	5.7%	7.9%	8.0%
St Margarets	104.75	82.18	99.23	115.74		10.5%	9.9%	12.3%	8.8%	1.0%	0.0%
Deal	88.15	112.73	98.39	112.62		17.8%	10.8%	0.5%	7.0%	0.0%	0.0%
Harvey	75.13	83.34	98.39	138.85	RN Sickness	12.2%	17.3%	11.3%	2.0%	0.0%	0.0%
Invicta	80.44	107.17	99.93	96.10		14.5%	10.9%	5.0%	9.0%	4.1%	0.0%
Cambridge L	90.53	102.28	96.70	130.93		9.1%	10.3%	3.3%	10.1%	0.0%	2.7%
Treble	78.12	90.48	101.75	260.03	RN Sickness	11.4%	9.4%	18.3%	12.9%	0.0%	0.0%
Mount/McMaster	106.90	97.66	95.16	156.72		9.9%	10.1%	2.5%	4.8%	7.3%	0.0%
Fordwich Stroke Unit	98.77	112.59	123.76	95.35		15.0%	9.2%	8.8%	14.5%	5.0%	0.0%
Kingston Stroke Unit	72.80	114.84	78.61	108.20	RN Sickness & Parenting	11.1%	7.0%	12.6%	5.9%	5.1%	0.0%
Richard Stevens Stroke Unit	67.52	55.41	68.91	111.38	RN Parenting, HCA Sickness & Parenting	13.8%	11.9%	0.0%	13.0%	10.8%	7.4%
Harbledown	131.02	81.43	103.08	83.51		9.6%	8.0%	2.8%	22.5%	0.0%	0.0%
QE St Augustine Contingency V	58.12	129.01	21.97	97.73	RN Sickness	13.0%	7.2%	7.8%	6.4%	0.0%	0.0%
QE CDU	65.34	87.65	99.65	127.64	RN Sickness & Parenting	17.2%	15.3%	5.2%	5.1%	9.7%	16.4%
WH CDU/Bethersden	109.80	91.17	91.96	88.37		10.9%	10.8%	3.7%	12.0%	14.4%	4.8%
KC ECC	98.26	98.98	92.27	94.22		16.7%	12.1%	9.4%	3.3%	2.7%	0.0%
Surgical Services											
Rotary Suite	84.67	107.54	95.16	109.97		17.4%	18.3%	6.6%	1.9%	0.8%	0.0%
Cheerful Sparrows Female	97.77	99.59	122.70	81.13		14.1%	10.7%	11.1%	19.1%	8.6%	0.0%
Clarke	70.11	101.45	93.88	96.94	RN 5.0 wte vacancy	14.1%	8.4%	2.5%	4.2%	0.0%	0.0%
Cheerful Sparrows Male	35.22	123.30	57.81	90.32	RN Parenting & AL high	22.2%	9.4%	2.4%	2.5%	6.6%	0.0%
Kent	104.09	116.15	100.00	100.00		16.7%	16.9%	2.4%	0.4%	12.9%	0.4%
Kings B Ward - WHH	105.42	70.99	110.27	152.52	HCA Sickness & AL high	13.7%	23.5%	0.9%	13.1%	0.0%	0.0%
Kings A2	97.36	106.19	97.19	104.07		11.5%	11.7%	5.4%	9.4%	8.9%	0.0%
Kings C1	92.63	120.94	100.14	105.26		14.7%	15.5%	1.1%	11.0%	0.0%	0.0%
Kings C2	69.77	96.13	88.59	95.16	RN 2.5 wte vacancy	12.8%	14.4%	3.0%	1.0%	0.0%	12.1%
Kings D Female / Male	87.81	120.80	88.48	117.14		14.2%	7.8%	4.6%	2.4%	0.0%	0.0%
Quex	75.74	119.56	100.32	93.58	RN Parenting	16.3%	8.5%	2.9%	11.5%	6.5%	20.3%
Bishopstone / Seabathing	91.77	106.13	97.84	95.23		9.8%	11.4%	1.4%	13.1%	4.9%	0.0%
Critical Care - WHH -	108.22	93.93	107.22	65.85	HCA Sickness	16.6%	9.1%	4.5%	11.9%	0.0%	0.0%
Critical Care - KCH	91.84	120.18	104.48	N/A		12.7%	11.4%	2.9%	16.7%	2.3%	0.0%
Critical Care - QMH	89.27	74.14	100.57	N/A	Impact of AL when small no.s in establishment	13.0%	20.5%	0.7%	0.0%	6.1%	0.0%
Specialist Services											
KC Marlowe Ward	98.16	79.91	96.34	101.55	HCA Sickness & Parenting	9.7%	13.3%	6.5%	7.0%	5.5%	4.4%
WH NICU	90.26	126.42	97.71	N/A		12.3%	21.6%	3.5%	1.8%	1.9%	0.0%
WH Padua Ward	90.31	88.11	95.95	80.50		14.2%	9.5%	6.3%	4.2%	0.0%	10.3%
QE Rainbow Ward	97.91	87.63	100.00	N/A		14.5%	12.7%	1.9%	2.7%	0.0%	0.0%
QE Birchington Ward	80.41	123.09	85.58	127.47		17.2%	15.3%	5.6%	2.1%	4.0%	0.0%
WH Kennington Ward	93.95	89.60	94.51	N/A		17.1%	25.0%	5.8%	2.1%	8.5%	0.0%
KC Brabourne Haematology Wa	83.27	79.38	101.93	N/A	HCA Sickness	13.7%	5.6%	5.1%	47.5%	0.0%	0.0%
WH Maternity Labour and Folk	103.62	78.09	106.97	73.18	HCA Parenting	13.0%	12.4%	8.4%	3.8%	9.0%	12.1%
MLU WHH	106.46	54.39	92.78	35.48	HCA Sickness	16.2%	28.1%	0.5%	12.6%	0.0%	0.0%
QE Maternity Wards + MCA	109.42	81.17	87.62	110.20		15.8%	13.7%	6.3%	7.9%	0.0%	4.0%
QE MLU	85.30	103.02	190.32	87.10		12.3%	15.7%	7.8%	2.7%	0.0%	0.0%
QE SCBU	96.85	106.19	101.65	N/A		18.8%	3.8%	0.4%	0.0%	0.0%	24.5%