

## The Publication of Nurse staffing Data – December 2020

In accordance with National Quality Board and NHSI requirements to provide assurance on safe staffing the Trust has published monthly reports detailing planned and actual staffing on a shift by shift basis for the previous month and presented monthly to the Board since May 2014 as part of the Integrated Performance Report. The data is reported externally via Unify2 and is also published on a dedicated area of the Trust website and to the relevant hospital profile on NHS Choices.

Due to the exceptional operational and staffing challenges arising from the COVID 19 pandemic, it is of note that staff allocated to one ward may be deployed to another to address short notice deficit. Targeted action is being taken to remind all wards to describe staff changes on their rosters to preserve data accuracy. We acknowledge that further work is required to ensure that this is consistently done. The following report describes the information held on the system for November, with this caveat.

Reported data derived from the December Healthroster system shows an average overall fill rate of 100.5% compared to 116% in Nov-20.

Care Hours per patient day (CHPPD) relates actual staffing to patient numbers and includes registered staff and care staff hours against the cumulative total of patients on the ward at 23.59hrs each day during the month. CHPPD is slightly lower than last month but is within control limits. The range is usually from around 5.0 to 7.0 hours of care per patient on medical wards to over 25 within critical care areas where one to one care is required. Comparison with peers within Model Hospital for Oct-20, the latest available, shows EKHUFT in quartile 3 against organisations rated 'outstanding' and peers in relation to clinical output and spend.

Figure 1 shows % hours filled against planned by ward. Some wards achieve higher than 100% due to additional shifts worked through NHS-P during times of increased demand and contingency bed use. All agency hours worked have been included in this report along with the majority of all Managed Service agency shifts and retrospective shifts.

Lower fill rates are largely linked to vacancies and sickness, as well as parenting leave. Annual leave spread is monitored to ensure consistent 11-17% rates and RAG rating for unavailability is provided below. Fill to vacant shifts is requested via the Healthroster interface with NHSP but poor shift fill by bank and agency in some wards requires mitigating actions to ensure quality and patient safety. Detail on key quality indicators are analysed by ward within the heat map report.

Annual Leave	<11.0%
	>17.0%
Sickness	>2.5%
Parenting	>3.0%

Low registered nurse day shift fill rates are seen on several wards (six wards at QEQM, six wards at K&C and one ward at WHH), which reflect high vacancy levels, sickness and parenting leave. CHPPD was maintained above 5.7 on all these wards. Risks are currently mitigated through staff moves, increased use of support workers, temporary staff and Matron support.

Analysis of our quality metrics and heatmap for November (most recent available) does not show any clear correlation between staffing levels and harm for the wards showing lower fill rates with the exception of the following wards:

- Deal ward compensated the staffing shortfall with increased HCA hours but patient feedback identified that only 27% had the help they required at mealtimes;
- Clarke ward reported 1 C.Diff infection.

Figure 1. % hours filled against planned and CHPPD by ward during Dec-20

Cancer	DAY				NIGHT				BedState	Average Hours Per Patient Day (CHPP)			Unavailability %					
	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Registered midwives / nurses	Care Staff	Overall	A/L		Sickness		Parenting						
								Registered		Unregistered	Registered	Unregistered	Registered	Unregistered				
KC Brabourne Haematology Ward	71%	88%	100%	N/A	154	10.35	2.27	12.63	9.40%	5.40%	20.30%	15.20%	0.00%	0.00%				
<b>GSM</b>																		
WH Cambridge J2 Ward	97%	67%	37%	73%	535	2.75	2.30	5.06	13.40%	10.90%	0.00%	2.40%	10.10%	11.90%				
WH Cambridge K Ward	116%	91%	119%	96%	769	4.89	3.05	7.93	10.20%	7.90%	13.80%	20.80%	0.00%	0.00%				
Cambridge M1	102%	105%	116%	216%	540.00	4.03	3.28	7.31	19.60%	8.10%	7.90%	13.20%	0.08%	0.60%				
WH Cambridge M2 Ward	102%	105%	116%	216%	567.00	3.84	3.12	6.96	19.60%	8.10%	7.90%	13.20%	0.08%	0.60%				
QE Coronary Care Unit	71%	105%	100%	97%	305.00	4.95	3.05	8.00	10.30%	9.10%	11.60%	5.30%	0.00%	7.40%				
WH Oxford Ward	132%	166%	171%	327%	406.00	6.87	5.81	12.67	16.60%	6.70%	11.20%	11.60%	13.90%	0.00%				
QE Sandwich Bay Ward	80%	35%	249%	139%	476.00	6.27	1.92	8.19	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
QE St Margarets Ward	153%	195%	122%	213%	724.00	3.60	5.47	9.07	7.40%	7.30%	8.20%	30.00%	0.00%	4.10%				
QE Deal Ward	79%	173%	124%	154%	786.00	2.54	3.52	6.06	5.60%	9.50%	20.80%	17.50%	0.00%	0.00%				
KC Harvey Neurorehab	93%	104%	103%	223%	534.00	3.28	4.16	7.44	14.90%	19.30%	9.30%	7.90%	0.00%	0.00%				
KC Invicta Ward	101%	104%	105%	113%	173.00	10.65	13.50	24.16	0.60%	0.90%	0.90%	0.22%	0.00%	0.00%				
WH Cambridge L Rehab Ward	80%	82%	118%	93%	757.00	2.79	2.90	5.68	11.40%	11.80%	9.50%	18.70%	0.00%	0.00%				
KC Treble Ward	64%	81%	74%	104%	271.00	4.65	7.27	11.92	16.60%	17.10%	9.50%	4.10%	0.00%	0.00%				
QE Fordwich	120%	167%	152%	195%	521.00	5.19	4.74	9.93	14.20%	7.60%	0.60%	7.10%	10.60%	8.20%				
KC Kingston	87%	96%	95%	87%	524.00	4.15	4.57	8.72	12.70%	13.20%	8.70%	16.40%	5.50%	5.90%				
KC Mount McMaster	33%	25%	32%	22%	76.00	7.47	5.83	13.30	11.70%	17.50%	10.10%	23.70%	8.80%	2.60%				
WH Richard Stevens Stroke Unit	187%	77%	439%	173%	718.00	10.76	3.61	14.37	15.00%	14.70%	23.10%	24.50%	0.00%	0.00%				
KC Harbledown Ward	N/A	N/A	3%	2%	407.00	0.06	0.03	0.09	0.00%	0.00%	0.00%	0.00%	0.00%	105.70%				
QE St Augustine Ward	97%	87%	95%	108%	663.00	3.49	3.65	7.13	14.70%	6.80%	17.90%	22.90%	0.00%	5.20%				
WH Bartholomew	102%	97%	120%	104%	573.00	4.62	2.49	7.11	13.80%	15.60%	5.00%	6.10%	0.40%	9.10%				
QE Qex Ward	82%	126%	94%	101%	677.00	2.81	3.58	6.39	9.60%	5.40%	19.30%	24.20%	1.00%	9.90%				
WH Kings C2	89%	131%	84%	108%	646.00	3.70	3.34	7.04	14.50%	10.60%	15.70%	15.80%	0.00%	1.80%				
KC Marlowe Ward	97%	95%	104%	147%	609.00	5.85	3.70	9.55	13.10%	10.10%	19.00%	7.30%	4.00%	0.00%				
<b>S&amp;A</b>																		
QE Cheerful Sparrow Female	77%	139%	133%	142%	569.00	4.24	6.29	10.52	13.70%	8.00%	21.00%	12.10%	0.00%	3.70%				
KC Clarke Ward	59%	61%	124%	99%	567.00	3.84	3.35	7.19	6.20%	14.40%	13.20%	14.80%	0.00%	0.00%				
QE Cheerful Sparrow Male	N/A	N/A	N/A	N/A	0.00	N/A	N/A	N/A	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
KC Kent Ward	89%	91%	101%	75%	244.00	8.66	5.07	13.73	8.60%	11.30%	5.80%	4.40%	14.80%	0.50%				
WH Kings B	126%	94%	106%	87%	760.00	3.84	2.53	6.37	13.30%	9.20%	18.10%	26.10%	0.00%	0.90%				
WH Kings A2	85%	58%	78%	69%	538.00	2.90	1.87	4.78	7.60%	17.20%	37.80%	34.00%	0.00%	9.30%				
WH Kings C	104%	137%	112%	121%	787.00	3.39	2.97	6.35	22.00%	13.50%	9.20%	7.30%	0.00%	14.40%				
WH Kings D	114%	94%	110%	104%	1149.00	4.01	2.97	6.98	15.70%	14.60%	9.60%	17.40%	7.20%	0.00%				
QE Bishopstone - split	68%	102%	97%	145%	458.00	3.74	4.87	8.61	7.30%	7.00%	22.00%	19.20%	0.00%	4.50%				
KC St Lawrence Ward	71%	66%	97%	61%	49.00	41.23	28.94	70.17	15.40%	6.40%	10.90%	6.50%	0.00%	3.10%				
QE Seabathing	75%	135%	79%	96%	706.00	2.78	3.92	6.70	12.00%	12.30%	19.20%	10.90%	0.00%	4.10%				
WH Critical Care	138%	64%	138%	52%	441.00	32.25	1.50	33.75	10.10%	3.30%	10.60%	17.90%	4.20%	11.90%				
KC Critical Care	125%	35%	111%	211%	144.00	38.17	5.92	44.09	10.80%	14.60%	1.70%	1.40%	7.70%	0.00%				
QE Critical Care	139%	N/A	119%	N/A	105.00	68.32	1.45	69.77	14.70%	7.50%	2.20%	2.30%	0.70%	0.00%				
<b>SHN</b>																		
WH Rotary Suite	91%	86%	80%	120%	379.00	4.77	3.82	8.59	17.30%	9.80%	8.40%	9.40%	0.00%	13.30%				
<b>UEC</b>																		
KC MIU	79%	86%	100%	N/A	N/A				14.30%	12.60%	1.40%	32.60%	0.00%	0.00%				
WH CDU/Bethersden	90%	94%	102%	83%	709.00	8.35	4.65	13.00	7.00%	9.80%	22.60%	14.60%	0.00%	6.80%				
QE Minster	141%	96%	167%	236%	605.00	4.79	5.84	10.63	10.30%	8.30%	0.60%	4.80%	0.00%	12.40%				
QE CDU	66%	74%	76%	87%	0.00				9.40%	5.30%	21.70%	28.50%	12.00%	0.00%				
<b>W&amp;C</b>																		
WH NICU	77%	52%	80%	48%	273.00	23.52	2.97	26.49	16.60%	15.60%	10.20%	16.10%	2.20%	0.00%				
WH Padua Ward	98%	N/A	96%	N/A	328.00	11.94	0.37	12.31	12.00%	18.70%	6.10%	1.30%	0.00%	0.00%				
QE Rainbow Ward	93%	85%	86%	N/A	173.00	19.58	1.98	21.57	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
QE Birchington Ward	79%	164%	103%	92%	359.00	5.07	5.28	10.35	16.60%	7.20%	6.20%	13.30%	0.00%	0.00%				
WH Kennington Ward	64%	71%	65%	N/A	403.00	2.66	3.04	5.71	11.00%	4.40%	23.70%	13.90%	0.00%	0.00%				
WH Maternity Labour and Folkestone	98%	73%	89%	83%	224.00	35.18	6.83	42.01	14.10%	14.40%	12.20%	20.10%	2.60%	0.00%				
MLU WHH	71%	89%	70%	75%	5.00	211.92	117.85	329.77	18.80%	18.00%	21.80%	15.50%	0.00%	0.00%				
QE Maternity Wards	97%	71%	93%	61%	317.00	20.90	5.01	25.91	18.70%	15.40%	7.10%	6.50%	3.70%	3.10%				
QE MLU	63%	90%	70%	81%	0.00				20.60%	11.80%	7.90%	26.00%	0.00%	0.00%				
QE SCBU	88%	91%	85%	97%	106.00	18.28	6.47	24.74	18.10%	17.40%	13.50%	0.00%	0.00%	0.00%				