

Nurse Staffing Indicator Template
Reporting Period: 1st – 31th Dec. 2019

Summary of Results and Commentary – Registered Nurse Staffing Levels

Ward		Registered Nurses		
		Day % fill rate	Night % fill rate	Comments
RBH Heart & Paeds	PICU	94%	88%	Safe staffing was achieved at all times
	Rose	79%	84%	Safe staffing was achieved at all times
	AICU	111%	106%	Registered Nurse staffing is on plan to deliver safe care
	Alex	128%	111%	Registered Nurse staffing is on plan to deliver safe care
	Elizabeth	111%	86%	Registered Nurse staffing is on plan to deliver safe care
	Paul Wood	105%	111%	Registered Nurse staffing is on plan to deliver safe care
	Sir Reginald Wilson	80%	126%	Registered Nurse staffing is on plan to deliver safe care
	York	110%	74%	Registered Nurse staffing is on plan to deliver safe care
Lung	Foulis	129%	130%	Safe staffing maintained to meet acuity and higher care needs for some patients.
	Lind	-	-	N/A
	Victoria	127%	116%	Increased RN to meet safe levels of care needs for patients with complex care needs.
Harefield	Cedar	94%	91%	Staffed according to patient levels and acuity on the ward. Patient safety maintained.
	Cherry Tree	-	-	N/A
	Rowan/Fir Tree	115%	93%	Safe staffing levels
	HDU	90%	90%	Activity slightly below plan, staffing maintained.
	ITU	114%	101%	Supernumerary staff on day shifts, safe staffing maintained.
	Maple	94%	103%	Full complement of nursing staff. Did give some A/L over Christmas. Closed Maple 24th December opened 3rd January. Supported other surgical wards with staff during closure.
	Juniper	104%	82%	Safe staffing maintained. Decreased patient numbers overnight owing to day case activity
	Oak/Acorn	93%	86%	Sufficient registered nurses on duty to provide safe care to patients.
Whole Trust		104%	96%	

Summary of Results and Commentary –Care Staffing Levels

Ward		Care Staff (NB this is a small proportion of the overall nurse staffing complement)		
		Day % fill rate	Night % fill rate	Comments
RBH Heart & Paeds	PICU	33%	53%	N/A
	Rose	33%	53%	N/A
	AICU	53%	84%	Healthcare assistant vacant hours replaced by registered nurses where appropriate.
	Alex	53%	84%	Healthcare assistant vacant hours replaced by registered nurses where appropriate.
	Elizabeth	53%	84%	Healthcare assistant vacant hours replaced by registered nurses where appropriate.
	Paul Wood	56%	94%	Healthcare assistant vacant hours replaced by registered nurses where appropriate.
	Sir Reginald Wilson	53%	87%	Healthcare assistant vacant hours replaced by registered nurses where appropriate.
	York	53%	87%	Healthcare assistant vacant hours replaced by registered nurses where appropriate.
Lung	Foulis	44%	0%	Reduced care offset by registered nurses to safely meet patients needs
	Lind	-	-	N/A
	Victoria	61%	39%	Reduced Care staff that is offset by RN to meet safe levels of care needs for patients.
Harefield	Cedar	83%	84%	Unfilled HCA shifts, patient safety maintained at all times. Care provided by registered nurses where required.
	Cherry Tree	-	-	N/A
	Rowan/Fir Tree	57%	87%	Safe staffing levels as lower level of activity
	HDU	0%	0%	N/A
	ITU	62%	100%	Sickness amongst day staff. Duties covered by colleagues
	Maple	61%	84%	I have 2.67 HCA vacancies, plus 1 on Mat leave. 1 on a month's sick. Not always able to fill gaps in duty roster with bank and agency. Did have 2 HCAs due to start in January, but 1 pulled out.
	Juniper	81%	68%	Unfilled shifts. Safe staffing levels maintained
	Oak/Acorn	41%	57%	Sufficient care staff on duty to provide safe care. Shifts covered with registered staff when required for patient acuity
Whole Trust		52%	76%	

Royal Brompton & Harefield NHS Foundation Trust

Table 1: Day Shifts

* Columns in *italics* will be submitted to NHS Digital on 14th Jan.2019. For further details about the sources of information and the assumptions made, please see Appendix 1.

<i>Ward</i>		Day											
		Registered Nurses						Care Staff					
		<i>Planned (hrs)</i>	Actual (hrs)			<i>Total fill (hrs)</i>	<i>Average fill rate (%)</i>	<i>Planned (hrs)</i>	Actual (hrs)			<i>Total fill (hrs)</i>	<i>Average fill rate (%)</i>
Usual roster	Bank		Agency	Usual roster	Bank				Agency				
RBH Heart & Paeds	PICU	6210	5566	377	116	6059	98%	1508	497	0	0	497	33%
	Rose	5175	3358	516	368	4241	82%	1508	497	0	0	497	33%
	AICU	7245	7832	321	142	8294	114%	1488	791	0	0	791	53%
	Alex	2520	3150	44	128	3322	132%	1488	791	0	0	791	53%
	Elizabeth	4320	4673	173	109	4954	115%	1488	791	0	0	791	53%
	Paul Wood	2304	1928	385	186	2498	108%	1488	791	44	0	834	56%
	Sir Reginald Wilson	3600	2648	229	86	2963	82%	1488	791	4.5	0	795	53%
	York	2304	2378	206	45	2628	114%	1488	791	0	2	793	53%
	Lung	Foulis	2052	2430	206	96	2732	133%	930	413	0	0	413
Lind ¹		-	-	-	-	-	-	-	-	-	-	-	-
Victoria		2160	2438	379	15	2832	131%	405	247.5	0	0	248	61%
Harefield	Cedar	2415	2128	218	0	2345	97%	713	529	46	14	589	83%
	Cherry Tree ²	-	-	-	-	-	-	-	-	-	-	-	-
	Rowan/Fir Tree	3795	4022	490	12	4523	119%	1178	594	83	0	677	57%
	HDU	2070	1871	46	0	1917	93%	-	-	-	-	-	-
	ITU	9315	10511	488	0	10999	118%	1239.5	709	58	0	767	62%
	Maple	1725	1656	28	0	1684	98%	713	391	23	23	437	61%
	Juniper	2312	2285	204	0	2489	108%	966	741	44	0	785	81%
	Oak/Acorn	5400	4813	354	12	5179	96%	2418	923	63	0	986	41%
Whole Trust		64922	63683	4661	1312	69656	107.29%	20507	10282	364	39	10685	52.11%

Royal Brompton & Harefield NHS Foundation Trust

Table 2: Night Shifts

Ward		Night											
		Registered Nurses						Care Staff					
		Planned (hrs)	Actual (hrs)			Total fill (hrs)	Average fill rate (%)	Planned (hrs)	Actual (hrs)			Total fill (hrs)	Average fill rate (%)
Usual roster	Bank		Agency	Usual roster	Bank				Agency				
RBH Heart & Paeds	PICU	6210	4374	621	621	5616	90%	357	190	0	0	190	53%
	Rose	4830	2864	794	516	4173	86%	357	190	0	0	190	53%
	AICU	7245	7211	414	276	7901	109%	341	286	0	0	286	84%
	Alex	1650	1496	308	88	1892	115%	341	286	0	0	286	84%
	Elizabeth	3960	2651	649	209	3509	89%	341	286	0	0	286	84%
	Paul Wood	1320	1078	363	77	1518	115%	341	286	33	0	319	94%
	Sir Reginald	1650	1562	453	132	2147	130%	341	286	11	0	297	87%
	Wilson	1650	1111	88	44	1243	75%	341	286	0	11	297	87%
Lung	Foulis	1650	1628	530	57	2215	134%	-	-	-	-	-	-
	Lind ¹	-	-	-	-	-	-	-	-	-	-	-	-
	Victoria	1320	1353	85	143	1581	120%	341	110	0	22	132	39%
Harefield	Cedar	1725	1173	450	0	1623	94%	713	356.5	207	35	598	84%
	Cherry Tree ²	-	-	-	-	-	-	-	-	-	-	-	-
	Rowan/Fir Tree	2970	2300	552	0	2852	96%	714	540.5	81	0	621	87%
	HDU	2070	1794	127	12	1932	93%	-	-	-	-	-	-
	ITU	9315	7636	1999	46	9681	104%	357	333.5	23	0	357	100%
	Maple	990	1035	23	0	1058	107%	713	529	68	0	597	84%
	Juniper	2415	1748	311	0	2059	85%	713	368	115	0	483	68%
	Oak/Acorn	3630	2112	1085	12	3209	88%	682	330	56	0	386	57%
Whole Trust		54600	43125	8850	2232	54206	99.28%	6992	4663	593	68	5323	76.14%

Source: Nurse Bank Databases, E-Roster/MAPPS

¹Lind: please note that Lind ward have no longer inpatients cases, daycase will not be reported to NHS Digital, as daycase beds are excluded from the reporting requirement. All of Lind's beds are currently for daycases.

Royal Brompton & Harefield NHS Foundation Trust

²Cherry Tree: please note that information on Cherry Tree will not be reported to NHS Digital, as daycase beds are excluded from the reporting requirement. All of Cherry Tree's beds are currently for daycases.

Table 3: Reasons for Use of Bank and Agency (by no. of shifts)

This information will not be reported to NHS London

Ward		Annual leave	Patient acuity	Patient Volume	Sickness	Vacancy	Maternity cover	Study Leave	Other
RBH Heart & Paeds	PICU	0	0	226	0	0	0	0	0
	Rose	0	0	400	0	0	0	0	0
	AICU	0	0	0	0	0	0	0	0
	Alex	0	7	37	0	0	0	0	0
	Elizabeth	0	14	90	0	2	0	0	0
	Paul Wood	0	6	15	0	68	0	0	0
	Sir Reginald Wilson	0	0	6	0	12	0	0	0
	York	0	6	0	0	0	0	0	0
Lung	Foulis	0	0	1	1	65	0	0	0
	Lind	0	0	0	0	0	0	0	0
	Victoria	1	5	12	1	48	0	0	0
Harefield	Cedar	0	4	1	26	122	0	0	0
	Cherry Tree	0	0	0	0	0	0	0	0
	Rowan/Fir Tree	0	2	67	12	32	0	0	0
	HDU	0	0	17	0	0	0	0	0
	ITU	0	0	393	0	0	0	0	0
	Maple	0	1	1	6	17	0	0	0
	Oak/Acorn	0	26	62	14	0	0	0	0
Whole Trust	5	72	1329	65	367	0	0	0	

Source: Nurse Bank Databases, E-Roster/MAPPS

Table 4: Use of RMNs (by no. of hours)

This is included in the tables above and will form part of the numbers reported to NHS Digital. This is a change following the publication of further guidance from NHS England.

Ward	Number of hours
-	0

Source: Nurse Bank Databases

Appendix 1: Data sources, definitions and assumptions made

Tables 1 and 2: Day and Night Shifts

This data is compiled from a number of sources:

1. Planned hours. This is the number of hours each ward is funded for (from nurse recruitment office) and should match the posters up on each ward.
2. Actual hours
 - a. Usual roster. These are the hours that have been recorded on e-roster/MAPPS.
 - b. Bank. These are staff booked through the bank office, and are recorded on the Nurse Bank/Agency spreadsheets. Where wards have booked bank staff directly (i.e. not through the bank office), these are not included – as accurate information is not held / easily available.
 - c. Agency. These are staff booked through the bank office, and are recorded on the Nurse Bank/Agency spreadsheets. Where wards have booked agency staff directly (i.e. not through the bank office), these are not included - as accurate information is not held / easily available.
 - d. Care staff. HCA's working on the adult wards in Sydney Street are pooled and rotate between the 5 wards. Therefore, the planned and actual hours worked hours have been averaged out to be equal across all these wards.
3. Total fill. This is the sum of the actual hours worked (i.e. usual roster, bank, agency)
4. Average fill rate. This is total fill divided by the planned hours, expressed as a %.

Table 3: Reasons for Bank and Agency Use

These are the reasons, as documented on the Nurse Bank spreadsheets.

For RBH, there were a number of blank entries, which have been excluded.

Table 4: Use of RMNs

If a patient needs RMN input, then this can equate to a notable number of additional hours. Details of RMN use is reported here for internal use only – it is also required to be reported to NHS Digital, and is included in the other tables in this report.

Appendix 2: NHS Digital template

Fill Rate Indicator Return Staffing: Nursing, Midwifery, Care Staff & CHPPD

Hospital Site Details		Hospital Site name	Main 2 Specialties on each ward	Ward name	Main 2 Specialties on each ward	Day		Night		Day		Night		Care Hours Per Patient Day (CHPPD)
						Registered midwives/nurses	Care Staff	Registered midwives/nurses	Care Staff	Registered midwives/nurses	Care Staff	Registered midwives/nurses	Care Staff	
Site code *The Site code is automatically populated when a Site name is selected		Select from drop down list	Specialty 1 Select from drop down list	Specialty 2 Select from drop down list	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	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	Average fill rate - registered nurses/ midwives (%) Average fill rate - care staff (%)	Average fill rate - registered nurses/ midwives (%) Average fill rate - care staff (%)	Cumulative count over the month of patients at 23:59 each day Registered midwives/ nurses Care Staff Overall
			Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation