



A lifetime of specialist care

Nurse Staffing Indicator Template

Reporting Period: 1st – 30th Apr. 2018

Summary of Results and Commentary – Registered Nurse Staffing Levels

Ward	Registered Nurses			
	Day % fill rate	Night % fill rate	Comments	
PICU	97%	98%		
Rose	96%	87%		
RBH Heart & Paeds	AICU	85%	89%	Registered nurse staffing appropriate for safe delivery of patient care.
	Alex	115%	100%	Registered nurse staffing appropriate for safe delivery of patient care.
	Elizabeth	84%	67%	Registered nurse staffing appropriate for safe delivery of patient care.
	Paul Wood	90%	85%	Registered nurse staffing appropriate for safe delivery of patient care.
	Sir Reginald Wilson	72%	95%	Registered nurse staffing appropriate for safe delivery of patient care.
	York	107%	75%	Registered nurse staffing appropriate for safe delivery of patient care.
	Lung	Foulis	113%	98%
Lind		-	-	N/A
Victoria		114%	101%	Safe staffing levels matched with the acuity of level 2 patients with complex care needs.
Harefield	Cedar	94%	82%	Safe staffing maintained, patients treatment and care needs met. Unfilled RGN Night shifts.
	Cherry Tree	-	-	N/A
	Rowan/Fir Tree	107%	92%	Safe staffing levels maintained.
	HDU	84%	86%	Staffing levels adjusted to patient acuity and patient levels. Safe staffing maintained.
	ITU	154%	136%	Increase in bed capacity from 18 to 22-24 on a daily basis. Supernumerary staff in training,
	Maple	83%	108%	Safe staffing maintained, patients treatment and care needs met. Unfilled RGN Day shifts.
	Juniper	96%	76%	Safe staffing maintained, patients treatment and care needs met. Unfilled RGN Night/Day shifts.
	Oak/Acorn	75%	78%	Following reduction in overnight beds, sufficient registered nurses on duty to deliver safe patient care.
Whole Trust	99%	94%		

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
PICU	34%	36%	
Rose	34%	36%	
RBH Heart & Paeds AICU	62%	35%	Healthcare worker shifts not filled as sufficient registered nurses available to provide care.
Alex	62%	69%	Healthcare worker shifts not filled as sufficient registered nurses available to provide care.
Elizabeth	62%	39%	Healthcare worker shifts not filled as sufficient registered nurses available to provide care.
Paul Wood	62%	35%	Healthcare worker shifts not filled as sufficient registered nurses available to provide care.
Sir Reginald Wilson	62%	41%	Healthcare worker shifts not filled as sufficient registered nurses available to provide care.
York	62%	35%	Healthcare worker shifts not filled as sufficient registered nurses available to provide care.
Lung Foulis	121%	14%	This is offset by registered nurses to safely meet patient care needs.
Lind	-	-	N/A
Victoria	65%	91%	Safe care given and offset by registered nurses to meet patient level of acuity and HCA annual leave.
Harefield Cedar	95%	87%	Safe staffing maintained, patients treatment and care needs met. Unfilled HCA day/night shifts.
Cherry Tree	-	-	N/A
Rowan/Fir Tree	73%	102%	Supernumary staff utilised during the day.
HDU	-	-	N/A
ITU	84%	100%	Staffed according to patient need.
Maple	70%	87%	Safe staffing maintained, patients treatment and care needs met. Unfilled HCA day/night shifts.
Juniper	77%	59%	Safe staffing maintained, patients treatment and care needs met. Unfilled HCA day/night shifts.
Oak/Acorn	51%	56%	Following reduction in overnight beds sufficient care staff on duty to deliver safe patient care.
Whole Trust	62%	61%	

Table 1: Day Shifts

Ward		Day											
		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	6750	5338	449	753	6539	97%	1588	537	0	0	537	34%
	Rose	5625	4343	533	544	5420	96%	1588	537	0	0	537	34%
	AICU	7875	5819	456	426	6701	85%	1260	776	0	0	776	62%
	Alex	2730	2670	268	195	3133	115%	1260	776	7.5	0	783	62%
	Elizabeth	4680	3293	212	442	3946	84%	1260	776	0	0	776	62%
	Paul Wood	2496	2093	127	39	2258	90%	1260	776	0	0	776	62%
	Sir Reginald Wilson	3900	2573	146	73	2792	72%	1260	776	7	0	783	62%
	York	2379	2220	296	30	2546	107%	1260	776	0	0	776	62%
Lung	Foulis	2223	2475	36	12	2523	113%	465	540	0	24	564	121%
	Lind ¹	-	-	-	-	-	-	-	-	-	-	-	-
	Victoria	2340	2633	34	0	2667	114%	473	307.5	0	0	308	65%
Harefield	Cedar	2415	1852	414	12	2277	94%	690	552	92	12	656	95%
	Cherry Tree ²	-	-	-	-	-	-	-	-	-	-	-	-
	Rowan/Fir Tree	4290	4083	443	46	4571	107%	1178	690	169	0	858	73%
	HDU	2250	1886	12	0	1898	84%	0	0	0	0	0	0%
	ITU	7125	10307	625	23	10955	154%	1194	971	37	0	1008	84%
	Maple	1950	1564	58	0	1622	83%	736	495	23	0	518	70%
	Juniper	2312	1982	202	46	2229	96%	1000	772	0	0	772	77%
	Oak/Acorn	5850	4066	325	0	4391	75%	2333	1137	56	0	1193	51%
Whole Trust		67190	59192	4632	2639	66463	98.92%	18803	11189	391	36	11615	61.77%

* Columns in *italics* will be submitted to NHS England on 14th May, 2018. For further details about the sources of information and the assumptions made, please see Appendix 1.

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	4218	1012	840	6069	98%	518	184	0	0	184	36%
	Rose	5175	2887	1185	426	4497	87%	518	184	0	0	184	36%
	AICU	7245	5474	506	472	6452	89%	330	116.6	0	0	117	35%
	Alex	1650	891	575	186	1652	100%	330	117	110	0	227	69%
	Elizabeth	3960	1617	616	429	2662	67%	330	117	11	0	128	39%
	Paul Wood	1320	759	341	24	1124	85%	330	117	0	0	117	35%
	Sir Reginald Wilson	1650	968	584	11	1563	95%	330	117	20	0	137	41%
	York	1650	858	352	22	1232	75%	330	117	0	0	117	35%
Lung	Foulis	1650	1518	99	0	1617	98%	319	11	22	11	44	14%
	Lind ¹	-	-	-	-	-	-	-	-	-	-	-	-
	Victoria	1320	1265	55	11	1331	101%	242	132	66	22	220	91%
Harefield	Cedar	1725	1035	368	12	1415	82%	690	448.5	138	14	600	87%
	Cherry Tree ²	-	-	-	-	-	-	-	-	-	-	-	-
	Rowan/Fir Tree	2970	1771	807	150	2728	92%	714	529	201	0	730	102%
	HDU	2070	1748	23	0	1771	86%	-	-	-	-	-	-
	ITU	6555	6337	1782	771	8889	136%	345	333.5	12	0	345	100%
	Maple	990	932	138	0	1070	108%	701.5	460	150	0	610	87%
	Juniper	2070	927	633	23	1582	76%	713	372.9	46	0	419	59%
Oak/Acorn	3630	2101	724	0	2825	78%	660	264	106	0	370	56%	
Whole Trust		51840	35304	9799	3375	48477	93.51%	7400	3618.5	880	47	4545	61.42%

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 Improvement, as daycase beds are excluded from the reporting requirement. All of Lind's beds are currently for daycases.

²Cherry Tree: please note that information on Cherry Tree will not be reported to NHS Improvement, 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	416	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	23	77	0	99	0	0	0
	Elizabeth	0	19	302	0	0	0	0	0
	Paul Wood	0	0	24	0	67	0	0	0
	Sir Reginald Wilson	0	3	102	0	0	0	0	0
	York	0	0	0	0	88	0	0	0
	Lung	Foulis	0	1	15	1	1	0	0
Lind		0	0	12	0	0	0	0	0
Victoria		1	5	12	1	48	0	0	0
Harefield	Cedar	0	8	1	14	134	0	0	0
	Cherry Tree	0	0	0	0	0	0	0	0
	Rowan/Fir Tree	0	23	110	4	119	0	0	0
	HDU	0	0	4	1	0	0	0	0
	ITU	0	0	505	0	0	0	0	0
	Maple	0	1	0	14	17	29	0	0
	Juniper	4	1	1	5	1	0	0	0
	Oak/Acorn	0	0	174	2	2	0	0	0
Whole Trust	5	84	2155	42	576	29	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 London. This is a change to last month, 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

DRAFT not for use - final version to be made available via the UNIFY system

Fill rate indicator return

Staffing: Nursing, midwifery and care staff



Reporting Period: 1/5/2014 to 31/05/2014

Please provide the URL to the page on your trust website where your staffing information is available

Hospital Site Details		Ward name	Main two specialties on each ward		Day				Night				Day		Night	
			S1	S2	Registered nurses/ midwives		Care Staff		Registered nurses/ midwives		Care Staff		Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
Site code *The Site code is automatically populated when a Site name is selected	Hospital Site name				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				
	Selection from drop down list		Select from from drop down list	Select from from drop down list									Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation