A lifetime of specialist care

Nurse Staffing Indicator Template

Reporting Period: 1st Nov. 2016 – 30th Nov. 2016

Summary of Results and Commentary – Registered Nurse Staffing Levels

Ward		Registered Nurses		
		Day % fill rate	Night % fill rate	Comments
RBH Heart & Paeds	PICU	92%	97%	Meeting the needs of the inpatient service.
	Rose	106%	89%	Meeting the needs of the inpatient service.
	AICU	89%	86%	On plan.
	Alex	106%	95%	On plan.
	Elizabeth	108%	93%	On plan.
	Paul Wood	101%	98%	On plan.
	Sir Reginald Wilson	85%	119%	On plan.
	York	137%	114%	On plan.
Lung	Foulis	114%	106%	Matched to patient acuity and high volume IV's.
	Lind	91%	100%	On plan and matched to patient acuity.
	Victoria	119%	115%	Increased Acuity due to number of level 2 patients and high care needs on the ward.
Harefield	Cedar	136%	82%	Day- sickness and maternity leave cover night – on plan.
	Cherry Tree	-	-	N/A
	Rowan/Fir Tree	95%	92%	Ward safely staffed, extra HCA utilised at night for patient dependency.
	HDU	95%	95%	Reduction in level 2 patients so staffing flexed accordingly day and night.
	ITU	135%	128%	Increase in staff due to super nummery status of staff. Large volume of patients requiring ECMO so staffing numbers increased accordingly due to patient safety.
	Maple	76%	104%	Day –sufficient staff to cover acuity – slightly over due to 1: 1 nursing.
	Oak/Acorn	86%	95%	Sufficient staff on days to cover patient activity, night on plan.
Whole Trust		**100%**	**100%**	

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	83%	62%	HCAs do not deliver direct patient care in this area.
	Rose	83%	62%	HCAs do not deliver direct patient care in this area.
	AICU	36%	35%	Healthcare worker shifts not replaced as there is sufficient registered nurses.
	Alex	40%	77%	Healthcare worker shifts not replaced as there is sufficient registered nurses.
	Elizabeth	39%	35%	Healthcare worker shifts not replaced as there is sufficient registered nurses.
	Paul Wood	36%	50%	Healthcare worker shifts not replaced as there is sufficient registered nurses.
	Sir Reginald Wilson	37%	35%	Healthcare worker shifts not replaced as there is sufficient registered nurses.
	York	54%	152%	On plan.
Lung	Foulis	54%	20%	Higher % Registered nurses utilised due to patient acuity to offset care staff.
	Lind	N/A	100%	Care staff utilised to cover extra volume of patients during sleep room refurbishment.
	Victoria	76%	83%	High acuity of level 2 patients off set the care staff with the number of registered nurses.
Harefield	Cedar	90%	112%	Day- on plan night- 1:1 covering confused patient.
	Cherry Tree	-	-	N/A
	Rowan/Fir Tree	87%	132%	Extra HCA at night for increased patient dependency.
	HDU	20%	10%	N/A
	ITU	79%	93%	Reduced need at times due to higher level of patients.
	Maple	73%	115%	Day- on plan night-1:1 care.
	Oak/Acorn	62%	80%	Sufficient registered nurses on duty to deliver care – adequate staffing overall, Night – on plan.
Whole Trust		**63%**	**82%**	

Table 1: Day Shifts

Ward		Day											
		Registered Nurses						**Care Staff**					
			Actual (hrs)						**Actual (hrs)**				
		Planned (hrs)	Usual roster	Bank	Agency	*Total fill (hrs)*	*Average fill rate (%)*	*Planned (hrs)*	Usual roster	Bank	Agency	*Total fill (hrs)*	*Average fill rate (%)*
RBH Heart & Paeds	PICU	6750	4188	460	1534	6182	92%	1001	834	0	0	834	83%
	Rose	5625	4770	284	897	5951	106%	1001	834	0	0	834	83%
	AICU	8250	6791	253	280	7323	89%	720	258	0	0	258	36%
	Alex	2730	2228	211	452	2890	106%	720	258	27	0	285	40%
	Elizabeth	4680	4433	200	402	5035	108%	720	258	12	12	282	39%
	Paul Wood	2522	2160	70	319	2549	101%	720	258	0	0	258	36%
	Sir Reginald Wilson	3900	2595	213	524	3332	85%	720	258	7.5	0	266	37%
	York	2418	2708	164	436	3307	137%	720	258	101	27	386	54%
Lung	Foulis	2626	2783	0	212	2994	114%	450	218	0	24	242	54%
	Lind[1]	825	696	54	0	750	91%	-	-	-	-	-	N/A
	Victoria	2340	2753	32	0	2785	119%	465	352.5	0	0	353	76%
Harefield	Cedar	1800	1640	399	402	2441	136%	1140	821.5	150	52	1023	90%
	Cherry Tree[2]	1430	-	-	-	-	N/A	-	-	-	-	-	N/A
	Rowan/Fir Tree	4186	3336	301	324	3960	95%	1178	901	81	46	1027	87%
	HDU	2250	2128	12	0	2139	95%	570	-	-	-	-	N/A
	ITU	7125	8492	966	153	9610	135%	1213	768	190	0	958	79%
	Maple	3120	2254	69	53	2376	76%	1143	641	162	27	829	73%
	Oak/Acorn	5850	4730	274	22	5025	86%	2369	1316	155	0	1470	62%
Whole Trust		**68427**	**58680**	**3959**	**6009**	**68648**	**100.32%**	**14848**	**8347**	**884**	**188**	**9418**	**63.43%**

* Columns in *italics* will be submitted to NHS England on 14th Dec. 2016. 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				
			Actual (hrs)						Actual (hrs)			
		Planned (hrs)	Usual roster	Bank	Agency	Total fill (hrs)	Average fill rate (%)	Planned (hrs)	Usual roster	Bank	Agency	Total fill (hrs)	Average fill rate (%)
	PICU	6210	3896	840	1306	6041	97%	518	322	0	0	322	62%
	Rose	5175	2818	690	1093	4600	89%	518	322	0	0	322	62%
RBH Heart & Paeds	AICU	7590	5773	483	290	6546	86%	132	46.2	0	0	46	35%
	Alex	1650	693	418	462	1573	95%	132	46	55	0	101	77%
	Elizabeth	3960	2035	825	803	3663	93%	132	46	0	0	46	35%
	Paul Wood	1320	836	143	319	1298	98%	132	46	9	11	66	50%
	Sir Reginald Wilson	1650	957	462	550	1969	119%	132	46	0	0	46	35%
	York	1650	1166	341	373	1880	114%	132	46	99	55	200	152%
Lung	Foulis	1980	1760	176	165	2101	106%	330	44	22	0	66	20%
	Lind[1]	396	198	198	0	396	100%	66	0	66	0	66	100%
	Victoria	1320	1419	44	57	1520	115%	330	264	11	0	275	83%
Harefield	Cedar	1725	909	404	104	1416	82%	690	414	299	58	771	112%
	Cherry Tree[2]	0	0	0	0	0	N/A	0	0	0	0	0	N/A
	Rowan/Fir Tree	2970	1599	840	301	2739	92%	714	609.5	299	35	943	132%
	HDU	2070	1852	81	35	1967	95%	345	-	-	-	-	N/A
	ITU	6555	5624	1771	968	8363	128%	345	207	114	0	321	93%
	Maple	1650	1426	184	103	1713	104%	690	621	138	33	792	115%
	Oak/Acorn	3630	2178	1253	35	3466	95%	660	330	173	23	526	80%
Whole Trust		**51501**	**35136**	**9151**	**6961**	**51248**	**99.51%**	**5997**	**3410.7**	**1319**	**214**	**4943**	**82.42%**

Source: Nurse Bank Databases, E-Roster/MAPPS

[1] Lind: please note these are the total hours planned and filled for the unit. When reporting to NHS England, daycase beds are excluded

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

Table 2: Night Shifts

* Columns in *italics* will be submitted to NHS England on 14th Dec. 2016. For further details about the sources of information and the assumptions made, please see Appendix 1.

	Ward	Annual leave	Patient acuity	Patient Volume	Sickness	Vacancy	Maternity cover	Study Leave	Other	
RBH Heart & Paeds	PICU	0	0	360	0	0	0	0	0	
	Rose	0	0	261	0	0	0	0	0	
	AICU	0	0	116	0	0	0	0	0	
	Alex	0	1	79	0	3	0	0	0	
	Elizabeth	0	0	153	0	0	0	0	0	
	Paul Wood	0	1	23	0	0	0	0	0	
	Sir Reginald Wilson	0	0	106	0	0	0	0	0	
	York	0	0	0	0	0	0	0	0	
Lung	Foulis	0	0	6	0	0	0	0	0	
	Lind	0	0	2	0	0	0	0	0	
	Victoria	0	0	5	0	0	0	0	0	
Harefield	Cedar	1	12	12	13	120	0	0	0	
	Cherry Tree	0	0	0	0	0	0	0	0	
	Rowan/Fir Tree	1	9	106	20	61	0	0	0	
	HDU	0	3	11	0	0	0	0	0	
	ITU	0	0	378	0	0	0	0	0	
	Maple	2	12	4	14	24	3	0	0	
	Oak/Acorn	0	20	114	26	18	0	0	0	
Whole Trust		4	58	1736	73	226	3	0	0	

Source: Nurse Bank Databases, E-Roster/MAPPS

[1] Lind: please note these are the total hours planned and filled for the unit. When reporting to NHS England, daycase beds are excluded
[2] Cherry Tree: please note that information on Cherry Tree will not be reported to NHS London, 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
Source: Nurse Bank Databases

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 UNIFY, and is included in the other tables in this report.

Appendix 2: UNIFY 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			Main two specialties on each ward		Day				Night				Day		Night	
					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	Ward name	S1	S2	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				
	Select from from drop down list		Select from from drop down list	Select from from drop down list									Automatic calculation	Automatic calculation	Automatic calculation	Automatic calculation