Royal Brompton & Harefield **NHS**

NHS Foundation Trust

A lifetime of specialist care

Nurse Staffing Indicator Template

Reporting Period: 1st Oct. 2016 – 31st Oct. 2016

Summary of Results and Commentary – Registered Nurse Staffing Levels

Ward		Registered Nurses		
		Day **% fill rate**	**Night** **% fill rate**	**Comments**
RBH Heart & Paeds	PICU	97%	98%	Within the normal parameters.
	Rose	88%	79%	Beds closed for infection therefore nursing numbers reduced for a period.
	AICU	84%	89%	Reduced patient activity, therefore nurse staffing revised down as appropriate.
	Alex	111%	100%	On plan
	Elizabeth	97%	80%	Reduced patient activity, therefore nurse staffing revised down as appropriate.
	Paul Wood	108%	97%	On plan
	Sir Reginald Wilson	83%	126%	On plan
	York	130%	106%	On plan
Lung	Foulis	114%	98%	On plan matched to meet fluctuation in patient occupancy and acuity.
	Lind	86%	126%	Days on plan matched to patient volume and acuity. Nights increased due to patient volume (temporary relocation of sleep patients due to sleep lab refurbishment).
	Victoria	108%	118%	This is increased both day and night due to the high level of acuity of level 2 patients and patients with high care needs.
Harefield	Cedar	136%	80%	
	Cherry Tree	-	-	N/A
	Rowan/Fir Tree	94%	85%	Ward adequately staffed, extra HCA utilised at night to cover shortfall.
	HDU	88%	89%	Staffing flexed according to levels of care required.
	ITU	133%	117%	Supernummery staff on ITU during the day. Additional runner on nights due to dependency of patients.
	Maple	82%	107%	
	Oak/Acorn	98%	92%	On plan

Whole Trust	99%	96%	

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	71%	63%	HCAs on PICU do not directly deliver care to patients.
	Rose	71%	63%	HCAs on Rose do not directly deliver care to patients.
	AICU	46%	45%	Sufficient registered nursing available to provide safe patient care, therefore healthcare worker shifts not replaced.
	Alex	60%	166%	Sufficient registered nursing available to provide safe patient care, therefore healthcare worker shifts not replaced.
	Elizabeth	46%	45%	Sufficient registered nursing available to provide safe patient care, therefore healthcare worker shifts not replaced.
	Paul Wood	46%	69%	Sufficient registered nursing available to provide safe patient care, therefore healthcare worker shifts not replaced.
	Sir Reginald Wilson	50%	53%	Sufficient registered nursing available to provide safe patient care, therefore healthcare worker shifts not replaced.
	York	49%	45%	Sufficient registered nursing available to provide safe patient care, therefore healthcare worker shifts not replaced.
Lung	Foulis	45%	6%	Increase in RN to offset care staff and matched to patient volume.
	Lind	N/A	N/A	N/A
	Victoria	95%	55%	Both day and night have been offset by the need for RN due to the high level of acuity of level 2 patients.
Harefield	Cedar	89%	119%	
	Cherry Tree	-	-	N/A
	Rowan/Fir Tree	74%	135%	Ward safely staffed during the day as patient dependency less than normal.
	HDU	6%	0%	N/A
	ITU	66%	87%	Reduced number of HCA due to annual leave and sickness on days and nights.
	Maple	53%	105%	
	Oak/Acorn	57%	109%	Day filled by registered nurses – adequate staffing overall, Night – on plan.
Whole Trust		**60%**	**83%**	

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	6975	4779	597	1396	6772	97%	964	682	0	0	682	71%
	Rose	5813	3945	364	779	5088	88%	964	682	0	0	682	71%
	AICU	8525	6940	92	114	7145	84%	744	344	0	0	344	46%
	Alex	2821	2543	177	424	3144	111%	744	344	104	0	448	60%
	Elizabeth	4836	4110	179	407	4696	97%	744	344	0	0	344	46%
	Paul Wood	2561	2235	167	360	2762	108%	744	344	0	0	344	46%
	Sir Reginald Wilson	4030	2745	172	441	3358	83%	744	344	31	0	375	50%
	York	2431	2753	139	281	3172	130%	744	344	19	0	363	49%
Lung	Foulis	2691	2828	72	158	3057	114%	465	210	0	0	210	45%
	Lind[1]	788	615	61	0	676	86%	0	0	0	0	0	N/A
	Victoria	2418	2460	144	0	2604	108%	443	412.5	7.5	0	420	95%
Harefield	Cedar	1860	1805	326	403	2533	136%	1178	718.5	150	184	1053	89%
	Cherry Tree[2]	1365	0	0	0	0	-	-	-	-	-	-	-
	Rowan/Fir Tree	4303	3314	374	373	4060	94%	1178	643	157	69	868	74%
	HDU	2325	1970	40	46	2056	88%	589	35	0	2	37	6%
	ITU	7363	9169	593	27	9788	133%	1220.5	769	32	0	800	66%
	Maple	3224	2381	144	115	2640	82%	1170	510	70	46	626	53%
	Oak/Acorn	6045	5777	119	23	5919	98%	2410	1103	271	0	1374	57%
Whole Trust		**70373**	**60366**	**3758**	**5344**	**69467**	**98.71%**	**15045**	**7823**	**841**	**301**	**8964**	**59.58%**

* Columns in *italics* will be submitted to NHS England on 14th Nov. 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				
		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	6417	3985	966	1367	6318	98%	535	339	0	0	339	63%
	Rose	5348	2346	633	1254	4232	79%	535	339	0	0	339	63%
	AICU	7843	6440	357	184	6981	89%	136.4	61.6	0	0	62	45%
	Alex	1705	847	396	462	1705	100%	136	62	165	0	227	166%
	Elizabeth	4092	1727	715	814	3256	80%	136	62	0	0	62	45%
	Paul Wood	1364	836	297	197	1330	97%	136	62	33	0	95	69%
	Sir Reginald Wilson	1705	924	667	561	2152	126%	136	62	11	0	73	53%
	York	1705	1342	242	220	1804	106%	136	62	0	0	62	45%
Lung	Foulis	2046	1672	176	165	2013	98%	341	0	22	0	22	6%
	Lind[1]	374	374	99	0	473	126%	0	0	0	0	0	N/A
	Victoria	1364	1375	144	88	1607	118%	341	154	33	0	187	55%
Harefield	Cedar	1783	989	334	104	1426	80%	713	368	345	138	851	119%
	Cherry Tree[2]	0	0	0	0	0	-	0	0	0	0	0	-
	Rowan/Fir Tree	3069	1817	518	288	2622	85%	714	517.5	368	81	966	135%
	HDU	2139	1760	92	46	1898	89%	357	0	0	0	0	0%
	ITU	6774	5842	1737	368	7947	117%	357	253	58	0	311	87%
	Maple	1705	1438	276	115	1829	107%	713	586.5	104	58	748	105%
	Oak/Acorn	3751	1782	1424	253	3459	92%	682	308	345	92	745	109%
Whole Trust		**53183**	**35495**	**9070**	**6484**	**51049**	**95.99%**	**6105**	**3235.1**	**1482**	**368**	**5085**	**83.30%**

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.

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

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