

The Publication of Nurse staffing Data – October 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. Reported data derived from the Healthroster system shows an average overall fill rate of 105.4% compared to 97.8% in Sept-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 similar to last month and 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 Feb-20, the latest available, shows EKHUFT in quartile 2 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. Richard Stevens, Harbeldown and Fordwich have not been included in this report as their establishments and rosters reflect not being fully operational this month.

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 (three wards at QEQM and three wards at K&C), which reflect high vacancy levels, sickness and parenting leave. CHPPD was maintained above 6.5 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 September (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 4 wards:
 - Seabathing reported 3 falls and 2 C.Diff infections but CHPPD was acceptable at 7.06;
 - Bishopstone reported 2 falls and 1 cardiac arrest. Temporary staff use was 17% of the total staff hours and CHPPD was acceptable at 8.21;
 - Harvey ward reported 2 falls and only 93% patients had enough help to eat their meals but CHPPD was acceptable at 8.72;
 - St Lawrence ward reported 2 falls. Temporary staff use was 14% of the total staff hours but CHPPD was relatively high at 14.55.
- Two other wards with low registered nurse day shift fill did not report harms:
 - QEQM CCU temporary staff use was 14% of the total staff hours and CHPPD was relatively low at 7.06 for a ward of this specialty;
 - Invicta temporary staff use was 21% of the total staff hours but CHPPD was acceptable at 8.97.

Actions in place include:

- Skill-mix changes are made, such as using a healthcare assistant if a registered nurse is not available. This explains why some fill rates are high for 'Care Staff';
- The Trust has a proactive nursing workforce recruitment programme. Two dedicated Matrons are focused solely on recruitment and retention and an overseas campaign is in place. 153 further overseas nurses will be joining the Trust between October-20 and January-21 now that international borders are re-opened following closure during the COVID-19 pandemic;
- 38 overseas nurses were supported to achieve their NMC PIN earlier this year. A further 75 overseas nurses who had their OSCE examination postponed took up temporary registration with the NMC and have been working as registered nurses from 27th April. 64 of these have now successfully passed their exam and will achieve their NMC PIN no. within weeks. A further cohort of over 100 are being prepared to take their OSCE exam between November-20 and January-21.
- 60 newly qualified nurses joined the Trust in early September;

- The twice daily site reports make staffing risks and mitigations visible to managers, leaders and the Executive team.

Figure 1. % hours filled against planned and CHPPD by ward during October 2020

Cancer	DAY		NIGHT		BedState	Average Hours Per Patient Day (CHPPD)			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	80%	95%	100%	N/A	164	10.16	2.29	12.45	11.50%	16.40%	17.30%	2.80%	0.00%	0.00%
GSM														
WH Cambridge J2 Ward	87%	81%	89%	93%	594	5.53	5.14	10.67	15.10%	11.80%	5.30%	5.80%	11.20%	7.00%
WH Cambridge K Ward	106%	120%	151%	102%	759	5.08	3.73	8.81	12.60%	9.40%	6.90%	5.00%	0.00%	0.00%
Cambridge M1	112%	123%	151%	141%	549.00	4.65	3.04	7.69	11.60%	12.80%	2.60%	0.00%	0.07%	0.00%
WH Cambridge M2 Ward	112%	123%	151%	141%	507.00	5.03	3.29	8.32	11.60%	12.80%	2.60%	0.00%	0.07%	0.00%
QE Coronary Care Unit	71%	113%	98%	100%	353.00	4.21	2.85	7.06	10.20%	11.70%	18.00%	3.40%	0.00%	4.50%
WH Oxford Ward	149%	165%	179%	275%	387.00	7.96	5.44	13.40	15.00%	8.50%	2.60%	10.00%	12.40%	0.00%
QE Sandwich Bay Ward	91%	182%	105%	245%	321.00	6.42	7.63	14.05	15.20%	9.80%	1.90%	3.50%	4.80%	0.00%
QE St Margarets Ward	107%	124%	104%	171%	754.00	2.61	3.73	6.34	15.50%	7.20%	0.60%	15.40%	0.00%	5.30%
QE Deal Ward	90%	122%	143%	165%	820.00	2.77	3.36	6.13	14.10%	9.80%	18.90%	4.50%	0.00%	0.00%
KC Harvey Neurorehab	77%	98%	103%	155%	408.00	3.84	4.87	8.72	13.70%	10.80%	8.00%	8.20%	0.00%	0.00%
KC Invicta Ward	52%	60%	51%	55%	468.00	3.96	5.02	8.97	8.40%	15.20%	20.30%	17.12%	11.50%	7.60%
WH Cambridge L Rehab Ward	108%	89%	159%	104%	801.00	3.54	2.99	6.53	13.50%	11.60%	5.90%	17.00%	0.00%	0.00%
KC Treble Ward	119%	135%	143%	143%	343.00	6.99	8.37	15.35	8.40%	15.70%	15.70%	5.10%	0.00%	0.50%
KC Kingston	118%	167%	109%	181%	589.00	4.51	5.91	10.43	16.10%	14.40%	4.30%	6.90%	0.00%	1.20%
QE St Augustine Ward	105%	152%	105%	166%	880.00	2.63	4.51	7.14	10.70%	12.00%	6.10%	12.00%	0.30%	4.80%
WH Bartholomew	116%	95%	137%	110%	654.00	4.48	2.18	6.66	11.90%	13.10%	3.30%	5.40%	2.90%	8.30%
QE Quex Ward	91%	149%	97%	113%	843.00	2.42	3.34	5.76	17.10%	10.20%	6.60%	4.20%	0.00%	8.00%
WH Kings C2	94%	154%	95%	136%	741.00	3.46	3.53	6.99	10.80%	11.80%	1.20%	3.10%	0.00%	0.00%
KC Marlowe Ward	106%	118%	95%	118%	654.00	5.28	3.44	8.72	14.20%	19.10%	5.20%	2.40%	3.90%	0.00%
S&A														
QE Cheerful Sparrow Female	100%	185%	136%	168%	868.00	3.10	5.03	8.13	19.40%	12.80%	5.70%	6.40%	0.00%	3.30%
KC Clarke Ward	91%	79%	135%	89%	626.00	4.63	3.62	8.25	9.20%	13.00%	4.60%	3.10%	0.00%	4.50%
QE Cheerful Sparrow Male	N/A	N/A	N/A	N/A	1.00	0.00	0.00	0.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
KC Kent Ward	132%	123%	156%	95%	439.00	7.09	3.61	10.70	10.30%	11.80%	4.30%	1.80%	16.90%	0.00%
WH Kings B	124%	111%	125%	107%	788.00	3.49	3.14	6.63	21.50%	14.30%	1.60%	2.60%	0.00%	0.50%
WH Kings A2	108%	95%	100%	102%	579.00	3.29	2.89	6.19	9.60%	11.30%	4.90%	12.30%	0.00%	8.90%
WH Kings C	105%	141%	100%	152%	802.00	3.23	3.22	6.45	17.10%	10.30%	5.70%	0.90%	0.00%	16.90%
WH Kings D	114%	101%	107%	116%	1248.00	3.65	2.97	6.62	14.80%	15.60%	4.10%	4.50%	6.80%	2.90%
QE Bishopstone - split	64%	123%	106%	167%	545.00	3.12	5.09	8.21	16.40%	12.00%	25.20%	9.70%	0.00%	4.00%
KC St Lawrence Ward	69%	73%	98%	28%	207.00	9.16	5.39	14.55	13.50%	11.20%	6.00%	9.60%	0.00%	0.00%
QE Seabathing	78%	176%	100%	115%	848.00	2.58	4.01	6.58	12.00%	10.90%	14.00%	7.60%	0.00%	4.30%
WH Critical Care	140%	157%	144%	N/A	291.00	48.31	3.54	51.85	13.80%	9.90%	5.10%	7.40%	5.00%	8.40%
KC Critical Care	110%	104%	94%	152%	139.00	34.20	7.44	41.64	17.20%	15.30%	2.60%	5.80%	4.50%	0.00%
QE Critical Care	94%	N/A	93%	N/A	192.00	27.79	0.00	27.79	9.60%	8.80%	5.10%	5.00%	1.20%	0.00%
SHN														
WH Rotary Suite	93%	83%	100%	100%	404.00	4.81	3.18	7.99	16.50%	11.90%	14.40%	7.30%	0.00%	11.50%
UEC														
KC MIU	84%	95%	97%	N/A	N/A				12.70%	11.40%	5.40%	23.20%	0.00%	0.00%
WH CDU/Bethersden	102%	105%	111%	99%	732.00	9.15	5.16	14.31	11.30%	8.20%	8.60%	9.20%	0.00%	5.10%
QE Minster	129%	121%	196%	272%	637.00	4.77	6.57	11.35	12.90%	16.50%	0.00%	9.90%	0.00%	8.40%
QE CDU	85%	97%	87%	104%					10.90%	9.00%	4.20%	6.90%	11.80%	0.00%
W&C														
WH NICU	89%	71%	93%	74%	538.00	13.79	2.07	15.86	10.90%	14.40%	5.00%	0.00%	4.20%	0.00%
WH Padua Ward	105%	N/A	113%	N/A	364.00	9.82	0.30	10.12	14.50%	10.60%	5.40%	4.40%	0.10%	0.00%
QE Rainbow Ward	112%	N/A	96%	N/A	349.00	8.81	0.58	9.39	10.00%	8.70%	2.70%	14.40%	11.70%	0.00%
QE Birchington Ward	84%	138%	103%	118%	422.00	4.64	4.73	9.37	8.30%	20.90%	15.10%	12.00%	0.00%	0.20%
WH Kennington Ward	109%	116%	97%	N/A	381.00	4.32	2.98	7.30	11.30%	4.10%	14.30%	0.00%	3.20%	15.90%
WH Maternity Labour and Folkestone	95%	76%	89%	91%	287.00	26.93	5.56	32.49	12.30%	3.90%	10.60%	23.90%	2.00%	7.50%
MLU WHH	97%	100%	98%	97%	19.00	77.19	37.09	114.28	15.80%	19.00%	4.60%	0.00%	0.00%	0.00%
QE Maternity Wards	98%	75%	90%	28%	357.00	18.09	3.52	21.61	10.00%	11.20%	4.90%	9.60%	4.20%	0.00%
QE MLU	53%	49%	59%	88%	0.00				14.00%	7.60%	3.10%	37.50%	19.00%	0.00%
QE SCBU	101%	105%	100%	100%	208.00	10.63	3.61	14.24	11.50%	6.50%	7.00%	12.20%	3.10%	0.00%