Capacity:

- July: 2 Sky; 2 Peter Pan; 2 Koala; 1 on MCU; and 1-3 Bumblebee and Bumblebee due to staffing and patient acuity. 1 bed closed on Giraffe, 1 (intermittently) on Fox and 1 on Hedgehog for works.
- August: 2 beds closed on Sky ward and 1 on MCU due to staffing. Occasionally 1 bed closed on Bumblebee and Koala. Fox and Hedgehog ward closed for 2 weeks due to decreased activity. All staff redeployed to other wards.

Staffing:

- The RN actual variance from planned hours have been well below 90% on some wards. A review of how bed closure data is applied to adjust for planned staffing levels is underway as it appears the adjustments can account for small ad hoc bed closures but does not reflect the true nursing requirements for when whole wards are closed.
- It is also recognised that the current rostering system is not refined enough to accurately record when nurses are moved from one ward to another to give a true record of the actual nursing hours available.
- The CHPPD though has been consistent for July and August when compared to previous months
- After a very successful recruitment campaign 244 newly qualified nurses are expected to start in the Trust between September and November 2017.

Temporary Staffing:

- Overall shift request numbers for July and August are lower than this time last year.
- July and August's demand has been lower than previous months. Two agency shifts were used in July to cover the maternity leave of the HON for CRF.

Month	UNIFY* Actuals vs plan	CHPPD** Trust average (excl. ITUs)	PANDA Acuity (weighted for cubicle and complexity)				Maternity leave (RN)	Sickness (RN)	Turnover FTE (RN)	Vacancies (RN)	Vacancies (un-registered)	Pipeline recruits (RN)	Pipeline recruits (un-registered)
			WIC (1:1)	HD (1:2)	Normal under 2 (1:3)	Normal over 2 (1:4)							
May	98.9%	11.3	39.1%	19.4%	12.6%	29.0%	4.5%	2.9%	16.2%	101.2	31.2	283	1
June	96.8%	11.9	38.6%	21.5%	12.5%	27.4%	4.3%	2.9%	15.9%	94.8	29.7	258	1
July	91.6%	11.5	38.3%	20.8%	12.3%	28.6%	4.7%	2.7%	15.9%	105	28	254	11
August	90.29%	10.5	37.5%	21.3%	12.8%	28.4%	4.6%	2.8%	16	108	28	244	11

Glossary

UNIFY - Unify is an online collection system used for collating, sharing and reporting NHS and social care data.

Care Hours Per Patient Day (CHPPD) - CHPPD is calculated by adding the hours of registered nurses and healthcare support workers available in a 24 hour period and dividing the total by the number of patients at midnight. CHPPD is reported as a total and split by registered nurses and HCAs to provide a complete picture of care and skill mix. CHPPD data is uploaded onto the national Unify system and published on NHS Choices on a monthly basis.

Care hours per patient day =	Hours of registered nurses and midwives alongside Hours of healthcare support workers
	Total number of inpatients

Defining Staffing levels

- **Normal dependency Under 2 Years - 1 Nurse: 3 Patients**
- **Normal dependency Over 2 Years - 1 Nurse: 4 Patients**
- **Ward High Dependency (HD) - 1 Nurse: 2 Patients**
- **Ward Intensive Care (WIC) - 1 Nurse: 1 Patient**

Defining staffing levels for Children's and Young People's services (Royal College of Nursing, July 2013)

Always

The child first and always

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Great Ormond Street Hospital for Children — NHS Foundation Trust

Ward	Registered Day	Care Staff Day	Registered Night	Care Staff Night	Comments	Registered	Care Staff	Total	Pressure Ulcer, grade 2	Cardiac Arrest	Respiratory Arrest	PALS	Complaints	Datix	Unsafe shift
Charles West Division															
Badger	85.4%	149.3%	84.7%	101.7%	Badger have a considerable number of vacancies in both Band 5 and 6 and have therefore been filling in the gaps with HCAs.	8.9	2.1	11.0			2		0		0
Bear	119.8%	135.5%	106.7%	63.9%	Bear are slightly over established on Band 5s and under on care staff. The high number of care staff shown on a day includes three who are not in direct patient care roles. We've also been running at 10 – 12 HDU patients instead of the 8 reflected in the establishment.	9.1	1.5	10.6				1	0		0
Flamingo	116.1%	51.8%	103.1%	27.8%	Our fill rate for days 116 – is over due to acuity of patients – ECMO and transplants this month	26.0	0.4	26.5	1				0		0
Miffy	117.9%	76.2%	82.2%	59.3%	Miffy have been backfilling their Band 6 vacancies with HCAs, but have now promoted people into those Band 6 roles.	9.3	8.0	17.3					0		0
NICU	111.2%	6.7%	101.1%	-	This is a true refelction of staffing for NICU. During the month of July staffinf was increased to facilitate 2:1 nursing for an NICU patient. There continued to be staff on both long and short term sickness, necessitating an increase in bank staff to fill vacant shifts.	30.0	0.3	30.3					0		0
PICU	107.5%	39.3%	90.6%	3.3%	This is a true reflection of staffing for PICU. During the month of July, there was reduced activity on PICU	27.9	0.4	28.2					0		0
Elephant	88.1%	59.3%	88.0%	62.1%	Deficits in staffing numbers/skill mix due to sickness, absences a substantive vacancies factor. Some unfilled Bank shifts. Assistance & support provided by NPEs, CNS Teams, Matron & staff moved from other Wards in the Trust	7.4	1.2	8.5					0		0
Fox	69.2%	77.8%	63.0%	99.6%	See Elephant	9.2	2.1	11.4					0		0
Giraffe	93.1%	48.7%	76.8%	51.2%	See Elephant	9.2	1.8	11.0					0		0
Lion	73.5%	108.8%	77.6%	72.3%	See Elephant	8.4	2.3	10.8					0		0
Penguin	112.7%	150.4%	66.8%	12.4%	These figures show both the Ward and Ambulatory Care listed together. For the current vacancies there is a robust recruitment plan. Both areas although very busy have been maintained with minimal use of external staff and staff have been reallocated to areas around the Trust.	12.9	4.8	17.7					0		0
Robin	70.8%	84.3%	71.2%	78.5%	See Elephant	9.4	2.0	11.5					0	1	0
International Private Patients Division															
Bumblebee	95.7%	187.4%	86.7%	85.4%	Additional HCAs used to support families during the day. Ward safely staffed	8.0	2.4	10.5					0		0
Butterfly	71.4%	217.2%	64.2%	126.3%	Vacancies in Band 5s and 6s, HCAs used to cover when no Banks RNs available.	7.0	2.5	9.5				1	0		0
Hedgehog	162.3%	107.7%	132.1%	88.7%	Ward Safely staffed	11.0	3.7	14.7					0		0
JM Barrie Division															
Eagle	80.8%	85.8%	93.5%	105.0%	Have vacancies resulting in the lower percentages but ward safely staffed	9.6	2.7	12.3					0		0
Kingfisher	73.9%	37.2%	128.7%	-	the ward has band 3 vacancies but ward safely staffed	7.7	3.5	11.2					0		0
Rainforest Gastro	112.1%	49.2%	90.5%	61.9%	More RNs are required during the days. Ward safely staffed.	7.6	2.9	10.5					0		0
Rainforest Endo/Met	112.3%	33.9%	56.9%	123.5%	*Safely staffed*	5.3	4.3	9.6					0		0
Mildred Creak	107.9%	110.5%	73.4%	134.0%	Have had a patient on 1:1 supervision requiring increased staffing	11.4	1.3	12.6					0		0
Koala	116.1%	156.0%	94.2%	62.0%	Koala's qualified day shifts were at 116% due to an increase in patient acuity on the HDU as more than expected patients needed to be nursed in cubicles rather than the HDU bay and therefore required 1:1 nursing. The day HCA shifts were at 156% to cover telemetry this also affects the night shift (at 62%) because more HCA cover is required on the day shift so the patients can be closely observed.	8.3	1.7	10.0					0		0
Peter Pan	96.5%	92.0%	93.2%	-	Increased patient activity however adequately staffed due to recruitment Qualified staff has been moved from day to cover nights and to other areas to support bank not filling in other wards Increase in patient acuity. Sporadic sickness but safely staffed. No concerns ward safe for July.	8.4	2.3	10.6					0		0
Sky	112.8%	132.1%	91.8%	-	Sky wards qualified was at 112.8% due to again increased patient acuity, HDU patients did not leave HDI as quickly as predicted.	9.0	1.7	10.6				1	0		0
Squirrel SNAPs	118.9%	153.4%	144.7%	106.1%	RNs high due to additional staff required since the wards split into SNAPs and Urology.	8.0	2.6	10.5					0		0
Squirrel Urology	120.2%	72.0%	101.0%	36.2%	Have had large surgical cases requiring extra nursing	9.0	1.7	10.6					0		0

Ward	Registered Day	Care Staff Day	Registered Night	Care Staff Night	Comments	Care Hours per Patient Day — Registered	Care Staff	Total	Pressure Ulcer, grade 2	Cardiac Arrest	Respiratory Arrest	PALS	Complaints	Datix	Unsafe shift
Charles West Division															
Badger	84.10%	136.30%	76.60%	63.20%	Badger have a considerable number of vacancies in both Band 5 and some 6's and have therefore been filling in the gaps with HCAs on days.	10.0	1.9	11.9			7	0	0		0
Bear	112.10%	145.00%	103.00%	73.40%	Bear's figures includes three Band 3s who are not included in the numbers – one is our SSI officer, one manages the discharge lounge and the other works with the new mums and supports the families.	9.2	1.8	11.0				0	0		0
Flamingo	116.40%	75.40%	96.70%	10.00%	We are also slightly over establishment on our Band 5 staff.	25.4	0.5	25.9	2	1		0	0		0
Miffy	100.30%	67.00%	84.00%	57.60%	Nearly at establishment however still have an HCA vacancy	8.2	7.0	15.2				0	0		
NICU	108.60%	9.60%	94.50%	-	Unit safely staffed	27.9	0.4	28.2				0	0		
PICU	104.20%	44.20%	92.20%	21.30%	Unit safely staffed	28.9	0.6	29.4	1			0	0		
Elephant	81.20%	71.60%	73.00%	77.40%	Ward Safely staffed	7.7	1.7	9.4				0	0	2	0
Fox	60.10%	39.40%	57.50%	51.40%	Ward safely staffed. Activity low and staff redeployed to other wards	10.1	1.3	11.5				0	0		0
Giraffe	82.60%	36.20%	66.90%	37.10%	Ward safely staffed	8.7	1.4	10.1			1	0	0		0
Lion	69.50%	61.40%	68.70%	58.40%	Ward safely staffed	7.7	1.5	9.2			1	0	0		0
Penguin	106.30%	165.80%	84.30%	23.70%	Ward safely staffed	5.9	2.4	8.3				0	0		0
Robin	60.00%	66.70%	47.60%	81.10%	Ward Safely staffed, Nurses moved from Fox to cover	5.8	1.5	7.2				0	0		0
International Private Patients Division															
Bumblebee	90.50%	141.30%	73.10%	83.00%	Ward Safely staffed	7.5	2.1	9.6				0	0		0
Butterfly	78.80%	236.90%	52.10%	111.60%	Additional HCAs used to cover Band 5 and 6 vacancies and activity reduced during the month	9.3	3.4	12.7	1	1		0	0		0
Hedgehog	87.20%	67.20%	94.70%	92.10%	Ward Safely staffed as activity was low	8.5	2.0	10.5				0	0		0
JM Barrie Division															
Eagle	68.30%	41.70%	105.20%	-	Below 10% tolerance on both qualified and care staff on days due to sickness and having to move HCAs and staff nurses from days to night shifts and to provide safe staffing.	8.2	2.9	11				0	0		0
Kingfisher	99.60%	40.60%	78.30%	47.70%	Vacancies in HCAs but ward safely staffed	7.5	3.1	10.5				0	0		0
Rainforest Gastro	104.40%	40.60%	64.80%	76.90%	Vacancies both with qualified and unqualified nurses. Staffing is being concentrated on the day and bank nurses are being used on the nights.	8.2	2.6	10.8				0	0		0
Rainforest Endo/Met	93.40%	110.90%	80.90%	119.50%	Patient acuity low, Ward safely staffed	3.7	3.1	6.8	1			0	0		0
Mildred Creak	92.80%	173.30%	75.60%	47.80%	Increased numbers due to patient dependency and requiring an extra member of staff on night shifts	9.8	1.4	11.1				0	0		0
Koala	92.20%	83.40%	91.50%	-	Vacancies in both Band 5s and HCAs but ward safely staffed	8	1.6	9.6	1			0	0		0
Peter Pan	107.80%	127.90%	88.20%	-	Ward safely staffed	9.1	2.2	11.3				0	0		0
Sky	113.50%	85.60%	98.30%	9.50%	Ward Safely staffed	10.2	1.7	11.9				0	0		0
Squirrel SNAPs	NA	NA	NA	NA	Staffing figures unavailable due to a recording error							0	0		
Squirrel Urology	108.50%	160.10%	132.00%	66.00%	Above 10% tolerance for HCAs day due to increase in patient acuity and activity and additional Bank HCAs used.	8.7	2.6	11.3				0	0		