Great Ormond Street
Hospital for Children
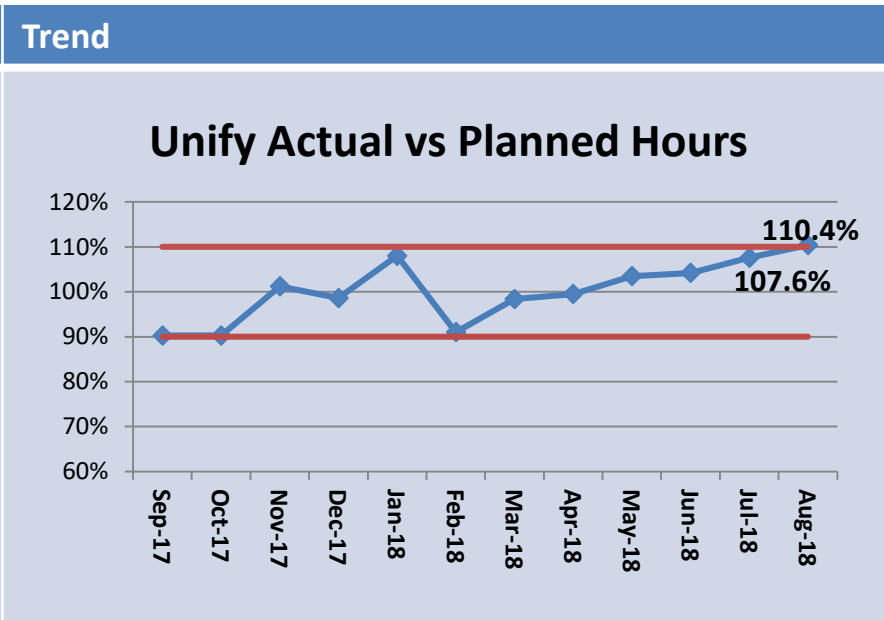NHS Foundation Trust

Safer Staffing Report July/August 2018

The child first and always

Always

Welcoming   Helpful   Expert   One Team

Nursing & HCA Safe Staffing- July/August 2018

Definition	Trend	Comments

Definition

Actual vs Planned Hours shows the percentage of Nursing & Care staff who worked (including Bank) as a percentage of planned care hours in month. The National Quality Board recommendations are the parameters should be between 90-110%.

Trend

Unify Actual vs Planned Hours

120%
110%
100%
90%
80%
70%
60%

Sep-17, Oct-17, Nov-17, Dec-17, Jan-18, Feb-18, Mar-18, Apr-18, May-18, Jun-18, Jul-18, Aug-18
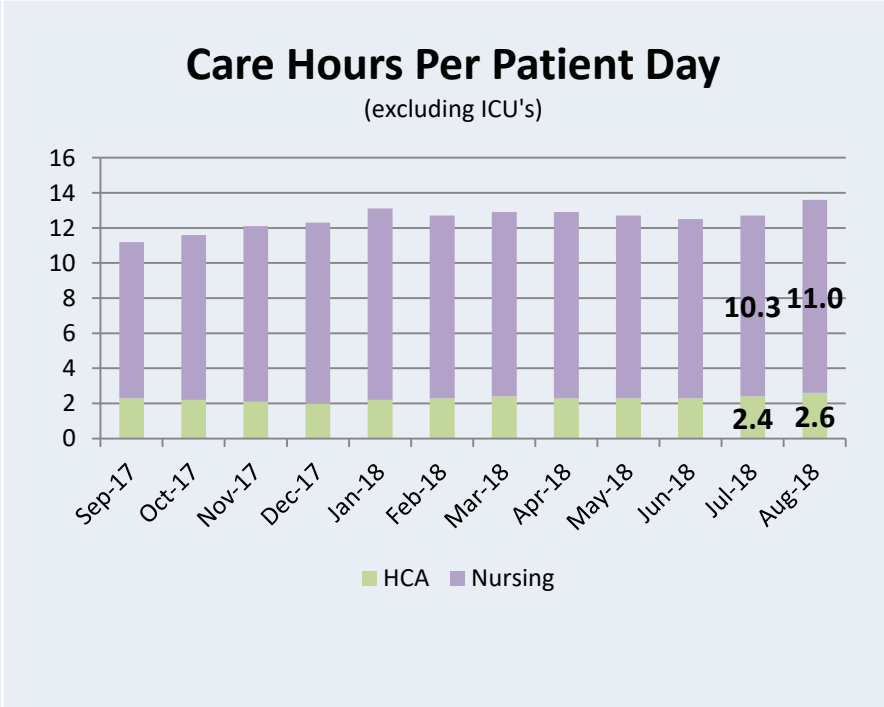
110.4%
107.6%

Comments

Actual vs Planned has increased from 107.6% in July to 110.4% in August.

Nursing hours for August during the day were 124% and 107% at night against the planned hours. The increase in the actual hours was due to bed closures on Fox and Robin wards to undertake the annual maintenance of the air handling units but the staff still needed to be rostered on these wards. The staff were reallocated across the Division during this period.

Definition

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.

Trend

Care Hours Per Patient Day
(excluding ICU's)

16
14
12
10
8
6
4
2
0

Sep-17, Oct-17, Nov-17, Dec-17, Jan-18, Feb-18, Mar-18, Apr-18, May-18, Jun-18, Jul-18, Aug-18

10.3 11.0

2.4 2.6

■ HCA ■ Nursing

Comments

CHPPD for August was 13.6 This is higher than in July (12.7) and for the same month last year (11.5). This figure is an indication of "care" hours given to patients, so if the total was 24, that indicates every patient received 1:1 nursing, the figures for August indicate that patients received, on average 1:2 nursing. This is used to reflect the activity and acuity on each ward and the staffing levels required. These results cannot be taken in isolation but is a measure to aid decision making in relation to ensuring safe staffing.
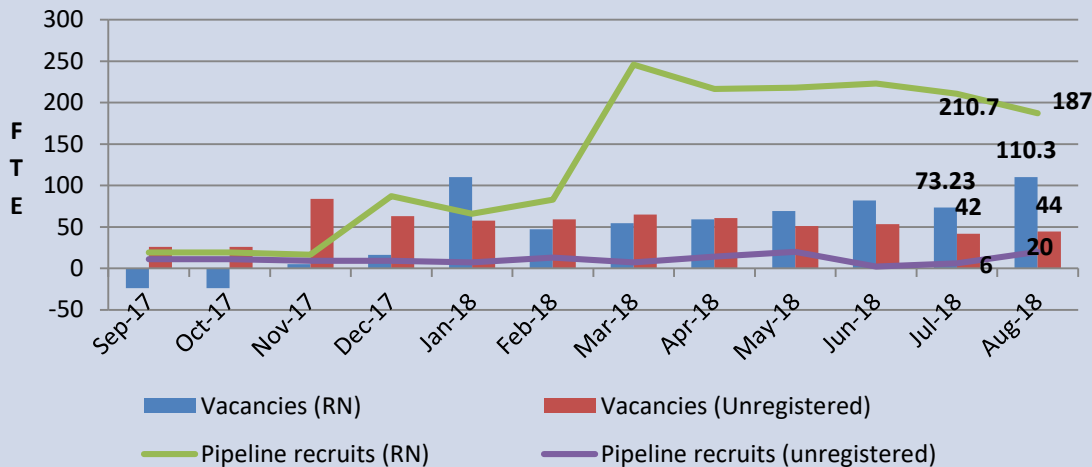
Patient Acuity (PANDA)
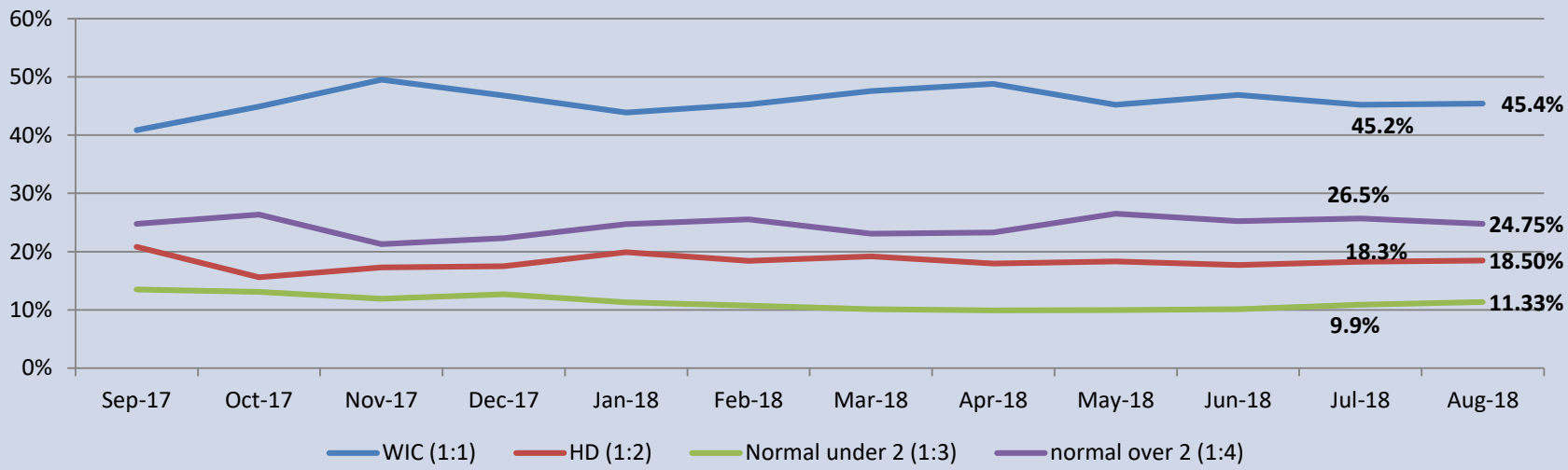
PANDA acuity data measures patient dependency based on the actual acuity and dependency of children. These are the following categories that are evaluated:

- 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

The trend in patient acuity requiring a nurse to patient ratio of 1:1 or 1:2 level of care has been consistent over the last few months and is currently reporting at 64% which is higher than the same month last year (59%). Patients with normal dependency of 1:3 and 1:4 were 36% of the total reported in August. This is a trend that is continually reviewed and discussed to ensure that correct numbers and skill mix of staff are available for the needs of the in-patients wards.

Nursing & HCA Safe Staffing- July/August 2018

Vacancies & Pipeline

Legend:
- Vacancies (RN)
- Vacancies (Unregistered)
- Pipeline recruits (RN)
- Pipeline recruits (unregistered)

The RN vacancy rate for August was 6.9%, which was an increase from the previous month (4.6%), but is well below the set Trust target of 10%. This increase was due to 2 main factors: the addition of the establishment required to open the extra beds on Alligator, yet to be recruited to and an increase in the number of leavers during the month .
Unregistered vacancies are currently 17% (54 WTE). This position will improve with the intake of 13 new Health Care Support Workers starting in October.
The recruitment pipeline includes 123 Newly Qualified Nurses (NQNs) who will join the Trust in September with a further 25 deferring until November and January.
The attrition rate from the cohort of NQNs (recruited in March to starting in post in September) is 21%, this is an improvement on last year (24%). This has been attributed to the collaborative working between Nursing Workforce and the newly reorganised HR Resourcing Team.

Voluntary Turnover & Leavers

Legend:
- Leavers in Month (RN)
- Turnover % (RN) 15.9%
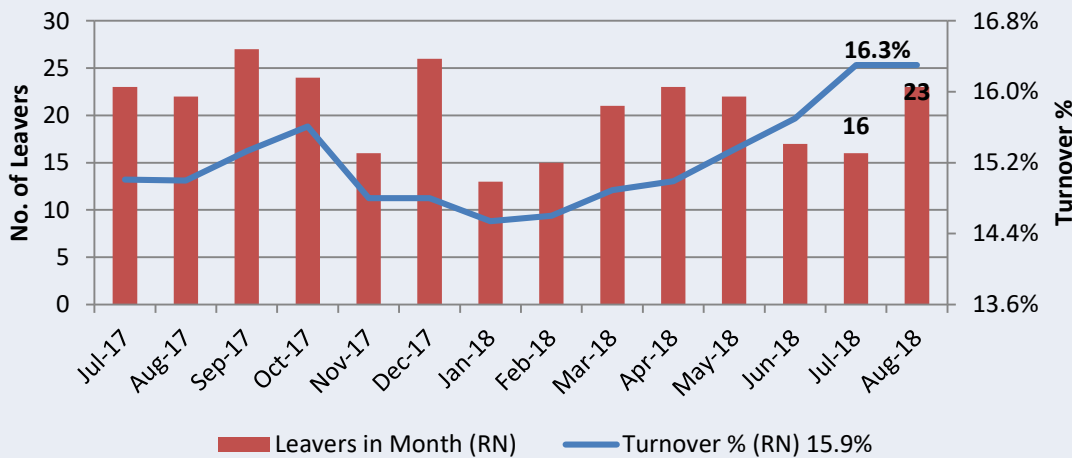
Turnover rates have increased over July and August. Historically the Trust sees a trend of increased leavers during August and September though there is concern that the turnover rates have been increasing since January.
Feedback from leavers over the last twelve months have identified the main reasons for leaving include: relocation (39%) and work life balance (24%).
Recognising the upward trend the Trust has joined the NHSI Retention Collaborative and is using a number of validated resources to revise and refocus the current retention plan and associated initiatives. A bid to the GOSH Charity is being drafted to help support these initiatives.

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Nursing & HCA Safe Staffing- August/ July 2018

Division	Actual vs Planned %	CHPPD (exc ICUs)	RN Vacancies %	RN Vacancies (FTE)	Pipeline (No.)	Turnover %	Sickness %	Maternity %
JM Barrie August.	108%	13.3	3.3%	25.51	n/a	11.9%	3.1%	4.4%
July	110.3%	12.2	2.2%	16.9	n/a	12.5%	3.2%	4.4%
Charles West August.	114.4%	14.5	5.9%	36.11	n/a	20.4%	3.0%	3.1%
July	103.1%	13.6	2.3%	13.6	n/a	20.3 %	3.1%	3.1%
IPP August.	106.8%	12.6	27.3%	30.06	n/a	14.8%	2.8%	1.2%
July	101.2%	11.9	23.3%	25.7		11.5%	3.0%	2.3%
Trust August.	110.4%	13.7	6.9%	110.3	187*	16.3%	3.1%	3.9%
July	105.8%	12.7	4.6%	73.2	211	16.3%	3.1%	3.9%

*The Newly Qualified Nurses starting in September are currently being allocated to the ward and departments