

# GOSH Safe Nurse Staffing Report June 2017

## Capacity:

- May: 2 beds closed on Squirrel Urology ward; 1-2 on Sky; 4 (intermittently) on Peter Pan; 2 on 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.
- June: 2 beds closed on Sky ward and 1 on MCU due to staffing. Occasionally, Squirrel Urology closed 2 beds; Squirrel SNAPS 2 beds; NICU 1 bed; PICU 1-3 beds; Penguin 2 beds; Kingfisher 3, Peter Pan 1 due to staffing. 1 bed closed on Giraffe, 1 on Robin, 3 on Bumblebee and 1-3 on Hedgehog for works.

## Staffing:

Turnover rate continues to improve. Staff sickness levels have risen slightly but continue to remain under the Trust target of 3%. After a very successful recruitment campaign 241 Newly qualified nurses are expected to start in the Trust on the 25<sup>th</sup> September 2017.

## Temporary Staffing:

- Overall shift request numbers for May and June 2017 are lower than this time last year.
- May and June's demand in 2017 is slightly higher than April 2017. One shift was covered with agency in May (Butterfly ward), and two shifts in June covering the maternity leave of the HON for CRF.

There were no unsafe shifts reported in May or June 2017.

## Nursing Workforce Summary:

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)	Norma l over 2 (1:4)							
March	92.9%	11.5	36.4%	18.6%	14.7%	30.4%	Not available	2.8%	16.3%	92.3	53.8	Not available	Not available
April	91.1%	11.6	39.0%	20.9%	13.1%	27.0%	Not available	2.7%	16.4%	110.1	31.7	Not available	Not available
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

# Glossary

## 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)*

Ward	Nursing Staffing Actual vs Planned					Comments	Care Hours per Patient Day			Key Indicators						
	Registered Day	Care Staff Day	Registered Night	Care Staff Night	Total		Registered	Care Staff	Total	Pressure Ulcer, grade 2	Cardiac Arrest	Respiratory Arrest	PALS	Complaints	Datix	Unsafe shift
<b>Charles West Division</b>																
Badger	96.7%	102.9%	91.5%	92.0%	94.7%	Within 10% of 100% threshold	10.7	1.7	12.5	0	1	2	0	0	0	
Bear	118.2%	120.1%	111.1%	82.3%	113.4%	Currently over recruited in addition to increased patient activity, high amount of HDU.	8.9	1.4	10.3	1	0	0	0	0	0	
Flamingo	124.4%	71.1%	110.4%	39.6%	115.3%	Ward safely staffed	26.5	0.6	27.1	5	N/A	N/A	0	0	0	
Miffy	155.5%	67.8%	90.2%	82.7%	95.6%	75% SSN vacancy which is being backfilled/supported by Bank HCA's. >150% due to small staff numbers.	11.8	8.8	20.6	0	0	0	0	0	0	
NICU	109.3%	19.4%	102.2%	-	102.0%	The figures provided are a true reflection of the staffing requirements for NICU. During the month of May, There continued to be an number of both long term and short term sickness absences, necessitating an increase in the number of bank staff required to fill vacant shifts.	29.2	0.5	29.8	0	N/A	N/A	0	0	0	
PICU	110.8%	39.4%	90.0%	0.0%	95.9%	The figures provided are a true reflection of the staffing requirements for PICU. During the month of May, our occupancy levels were less than 85%, therefore there were several shifts whereby bank staff were cancelled; however there has been a continued increase in maternity leave and leavers necessitating the continued use of bank staff to enable PICU to flex up to occupancy. A close eye has been kept on bank fill during this period, cancelling any unnecessary staff.	33.1	0.4	33.4	0	N/A	N/A	0	0	0	
Elephant	97.3%	67.8%	82.7%	77.6%	87.3%	There are HCA vacancies. Due to trachy patient on Giraffe Ward, Elephants trachy trained HCA's needed to be moved to giraffe. Due to staff sickness following injuries our fill rate has been lowered than required, staff from other areas within the Trust have been moved to support the vacancies	8.0	1.5	9.4	0	0	0	0	0	0	
Fox	80.2%	70.7%	75.5%	99.2%	78.9%	There are still significant vacancies. Some occasional bed closures and some cancelled BMT patients.	11.1	2.1	13.2	1	0	0	0	0	2	
Giraffe	104.4%	56.4%	79.3%	62.1%	83.7%	There are less acute patients than usual, staff moved across the whole Unit.	9.2	2.0	11.2	0	0	0	0	0	0	
Lion	91.8%	61.5%	81.1%	72.7%	83.3%	Due to study and maternity leave. A the variation of patient acuity this resulted in the use of Bank staff that may not have been captured accurately on RosterPro. There were multiply wave of staff movements.	9.4	1.7	11.1	0	0	0	0	0	0	
Penguin	130.0%	168.0%	83.6%	40.8%	108.6%	There was a need for 1:1 nursing on a child due to Safeguarding reasons. Day figures include Ambulatory Care on Roster Pro.	8.6	3.4	12.1	0	0	0	0	0	0	
Robin	81.4%	74.5%	74.1%	83.9%	78.2%	This was due to very high sickness, variation in patient acuity and support from other Trustwide patient areas.	9.7	1.8	11.5	0	0	0	0	0	0	
<b>International Private Patients Division</b>																
Bumblebee	102.7%	105.9%	105.8%	127.6%	107.1%	Qualified staffing deficit and associated risks were mitigated by additional bank HCA's, careful allocation. Staff were moved across the division to account for unfilled bank shifts and to cover sickness and vacancies. Some reduction in the 1:1 specials, but increased patient acuity elsewhere, and failure to fill qualified bank shifts meant additional unqualified bank shifts were used. Some long term sickness in the unqualified workforce impacted the staffing numbers. 3 beds were closed for most of the month to account for an extremely complex patient requiring 2 staff members to care for her.	8.8	2.3	11.1	0	0	0	0	0	0	
Butterfly	102.3%	305.4%	81.3%	191.0%	112.7%	Qualified staffing deficit and associated risks were mitigated by additional use of bank and careful allocation. Better fill rate of bank shifts at night, so many rostered staff were moved to day shifts where appropriate. Increase in patient acuity, and patients requiring escorted transfers for radiotherapy at other centres, so has utilised additional bank staff both registered and unregistered. Increased unqualified bank usage as cubicalised patient requiring 1:1 special. Increased numbers of unregistered staff at nights to support registered staff in providing safe care for cubicalised patients in transplant period. 3 beds were closed to complete a redecoration programme which also allowed for safe staffing levels.	9.0	3.4	12.4	0	0	0	0	0	0	
Hedgehog	184.1%	119.0%	148.2%	93.3%	146.2%	Some reduced patient numbers especially at nights, due to some day cases, has allowed for staff to move across the division and still ensure safe staffing levels on the ward. Large variable as small ward establishment and some long term sickness issues in qualified and unqualified staff.	9.3	3.0	12.3	0	0	0	0	0	0	
<b>JM Barrie Division</b>																
Eagle	92.1%	50.3%	99.2%	74.2%	86.7%	Ward safely staffed	9.2	1.6	10.8	0	0	0	0	0	0	
Kingfisher	63.3%	48.3%	109.8%	-	70.0%	Ward safely staffed	7.8	3.2	11.1	0	0	0	0	0	0	
Rainforest Gastro	91.0%	46.8%	83.6%	45.0%	68.7%	No unsafe shifts, some increase in staffing over week period to manage post surgical patient out of area	6.9	3.0	9.9	0	1	0	0	0	0	
Rainforest Endo/Met	108.7%	53.2%	73.8%	75.8%	81.1%	Ward safely staffed	8.3	2.8	11.1	0	0	0	0	0	0	
Mildred Creak	93.4%	120.0%	89.8%	90.1%	98.3%	has 3 band 5 vacancies hence closed bed, regular bank used to cover until September, shifts safe, also due to patient dependency some nights requiring an extra member of staff to manage patient behaviour	5.2	4.0	9.2	0	0	0	0	0	0	
Koala	113.6%	166.4%	89.1%	56.0%	102.4%	Koala ward had 113.6% nurses on Long days due to the patient acuity and because some of their HDU patients required cubicles and therefore had to be nursed 1:1 rather than 2:1. Care staff were at 166.3% during the day as they are utilised more during the day to cover the telemetry unit – this also explains the 56% care staff cover on nights. Nursing staff were at 89.1% on nights due to staff sickness and because of the vacancies on the ward.	12.3	1.4	13.8	0	0	0	0	0	0	
Peter Pan	99.4%	96.0%	87.6%	-	94.7%	Ward safely staffed	9.8	2.1	11.8	0	0	0	0	0	0	
Sky	111.0%	115.6%	90.9%	-	104.6%	Sky ward had 115.6 care staff days as the HCAs do not cover the nights but currently only the days. Nursing staffing was low at time and therefore HCA were utilised more.	8.7	1.9	10.6	0	0	0	0	0	0	
Squirrel SNAPs	108.4%	123.5%	138.0%	51.5%	112.7%	Still awaiting final establishment to be split, to reflect the changes to the ward. Ward safely staffed.	9.7	2.7	12.4	0	0	0	0	0	0	
Squirrel Urology	131.4%	118.3%	127.4%	72.9%	120.3%	Still awaiting final establishment to be split, to reflect the changes to the ward. Ward safely staffed.	8.3	1.9	10.2	0	0	0	0	0	0	

Ward	Nursing Staffing Actual vs Planned					Comments	Care Hours per Patient Day			Key Indicators						
	Registered Day	Care Staff Day	Registered Night	Care Staff Night	Total		Registered	Care Staff	Total	Pressure Ulcer, grade 2	Cardiac Arrest	Respiratory Arrest	PALS	Complaints	Datix	Unsafe shift
<b>Charles West Division</b>																
Badger	91.1%	123.1%	91.9%	88.1%	93.4%	Within 10% of 100% threshold generally, however number of B5 and B6 vacancies in addition recent decrease and increase in HDU and acuity.	9.5	1.7	11.3	1	0	0	—	0	0	0
Bear	122.7%	134.1%	114.5%	81.4%	118.1%	Currently over recruited in Band 5's but not Band 6's and in addition high amount of HDU.	9.8	1.6	11.5	0	0	1	—	0	0	0
Flamingo	120.0%	53.3%	106.5%	11.1%	110.5%	120% fill rate is due to high acuity children on ECMO and other devices.	27.2	0.4	27.6	3	N/A	N/A	—	0	0	0
Miffy	137.8%	80.1%	79.5%	81.2%	93.0%	75% B6 vacancy which is being backfilled/supported by Bank HCA's.	10.5	9.7	20.2	0	0	0	—	0	0	0
NICU	100.9%	10.1%	97.5%	-	95.8%	This is a true reflection of our staffing requirements for the month of June	31.5	0.6	32.1	0	N/A	N/A	—	0	0	0
PICU	102.3%	40.4%	87.7%	0.0%	90.8%	The figures provided are a true reflection of the staffing requirements for PICU. During the month of June, our occupancy levels were frequently less than 85%, therefore there were several shifts whereby bank staff were cancelled; however there has been a continued increase in maternity leave and sickness necessitating the continued use of bank staff to enable PICU to flex up to occupancy. A close eye has been kept on bank fill during this period, cancelling any unnecessary staff.	34.1	0.4	34.5	1	N/A	N/A	—	0	0	0
Elephant	86.6%	73.3%	82.2%	70.1%	82.2%	Deficits in staffing numbers/skill mix due to sickness absences, vacancies & special leave (including Jury Service & Unpaid Leave). Some unfilled Bank shifts. Assistance & support provided by NPEs, CNS Teams, Matron & staff moved from other Wards in the Trust.	8.9	1.7	10.6	0	0	0	—	0	0	0
Fox	80.1%	86.4%	73.2%	93.0%	78.7%	Deficits in staffing numbers/skill mix due to sickness absences, a substantive vacancies factor and patient acuity. Some unfilled Bank shifts. Assistance & support provided by NPEs, CNS Teams, Matron & staff moved from other Wards in the Trust.	11.9	2.4	14.3	0	0	0	—	0	0	0
Giraffe	97.4%	51.8%	85.9%	40.2%	80.3%	Room 7 closed until 26.5.17 due to much required work to replace bath & sort a persistent bathroom leak. Room 5 closed from 28.5.17 to 31.5.17 due to a leak in the bathroom. As a result, in-patient activity was affected & patients had to be admitted elsewhere. Rostered staff had to be moved elsewhere to support areas where there were deficits.	9.7	1.6	11.3	0	0	0	—	0	0	0
Lion	84.4%	98.8%	82.7%	83.6%	85.1%	Deficits in staffing skill mix/numbers due to vacancies & low level sickness absences. Staff moved from other areas in the Trust to support these deficits on a shift-to-shift basis.	8.7	2.2	10.8	0	0	0	—	0	0	0
Penguin	144.1%	211.5%	88.4%	12.6%	118.1%	Ward establishment covers both inpatient ward and ambulatory unit so does not give a true reflection of actual staffing numbers. 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.	10.1	4.0	14.1	0	0	0	—	0	0	0
Robin	84.4%	90.3%	74.9%	102.6%	82.5%	Deficits in staffing numbers/skill mix due to sickness absences, a substantive vacancies factor. Some unfilled Bank shifts. Assistance & support provided by Ward Educator, CNS Teams, Matron & staff moved from other Wards in the Trust.	11.5	2.6	14.0	0	0	0	—	0	0	0
<b>International Private Patients Division</b>																
Bumblebee	102.2%	153.1%	92.0%	101.2%	101.5%	Initial short term increase in patient acuity at the beginning of the month. HCA staff were utilised to manage a number of 1:1 specials but this decreased by the end of the month. There has been a reduction in the overall staffing establishment due to staff leaving to pursue opportunities outside of the Trust. The ward is continuing to actively recruit. Beds were closed for a short period due to the increased acuity and staffing levels but all are now open.	9.9	2.8	12.7	0	0	0	—	0	0	0
Butterfly	81.8%	222.5%	62.8%	115.7%	85.6%	All beds open. Nursing numbers are good, the ward area was very busy on dayshifts due to a large number of patients receiving chemotherapy.	8.9	2.9	11.8	0	0	0	—	0	0	0
Hedgehog	155.7%	134.0%	153.5%	94.4%	141.2%	All beds open. Increase in use of Bank staff due to short term staff sickness and number of staff leaving to take maternity leave, staffing establishment is unchanged.	11.0	4.1	15.1	0	0	0	—	0	0	0
<b>JM Barrie Division</b>																
Eagle	100.0%	79.0%	101.5%	73.8%	95.4%	Ward safely staffed.	9.4	2.1	11.4	0	0	0	—	0	0	0
Kingfisher	81.6%	38.9%	119.5%	-	79.3%	Ward safely staffed.	10.4	3.1	13.5	0	0	0	—	0	0	0
Rainforest Gastro	97.5%	46.7%	93.8%	50.6%	74.3%	Current HCA vacancies. Ward Safely staffed	7.1	3.1	10.2	0	1	0	—	0	0	0
Rainforest Endo/Met	123.0%	46.7%	70.2%	73.3%	82.9%	Ward safely staffed.	9.9	2.8	12.7	0	0	0	—	0	0	0
Mildred Creak	98.9%	128.5%	84.4%	97.6%	102.8%	Unit safely staffed.	4.8	3.9	8.6	0	0	0	—	0	0	0
Koala	104.3%	153.9%	86.1%	56.5%	96.3%	The variance for the non-registered staff on days was due to the fact that the HCA's on Koala work mainly days in order to cover the telemetry unit, this also accounts for the low rate on nights. Registered nurse staffing on the night shift was at 86.1% due to ongoing vacancies in particular band 6's and more experienced nurses.	10.6	1.3	11.9	0	0	0	—	0	0	0
Peter Pan	108.2%	97.2%	99.9%	-	104.3%	Ward safely staffed.	8.8	1.8	10.6	0	0	0	—	0	0	0
Sky	105.7%	107.2%	91.8%	-	101.0%	Ward safely staffed.	9.0	1.8	10.8	0	0	0	—	0	1	0
Squirrel SNAPs	118.9%	142.5%	160.6%	80.9%	130.1%	Increase in patient acuity. Establishments for SNAPs and Urology need to be reallocated to reflect the actual speciality activity.	8.7	2.3	11.0	0	0	0	—	0	0	0
Squirrel Urology	122.6%	80.5%	96.1%	32.5%	95.2%	Ward safely staffed.	8.7	1.7	10.4	0	0	0	—	0	0	0