

GOSH Safe Nurse Staffing Report March and April 2017

- Capacity:**
 MARCH: 2 beds closed on Sky ward in March; 1-3 on Butterfly because of staffing. 2 on Koala for infection control purposes.
 APRIL: 1-2 beds closed on Squirrel Urology and SNAPS wards, and 3 on Butterfly and Bumblebee in April due to staffing and patient acuity; 2 beds on Sky and 1 on MCU due to staffing; 2 on Bear due to infection control; and 1 on Giraffe for emergency works.
- Staffing:**
 Sickness levels have reduced slightly since January, but stabilised over the past three months. Turnover rate has reduced since the beginning of this year.
- Temporary Staffing:**
 Nursing bank usage in March was up, 2477 shifts against 2235 shifts in February, but similar to the usage this time last year. Bank usage went down in April with 1786 shifts. We had no agency use between November 2016 and February 2017 but had a total of 3 shifts in March and April 2017, 2 in March and 1 in April, all in IPP.

There were no unsafe shifts reported in March and April 2017.

Nursing Workforce Summary:

Month	UNIFY Actuals vs plan	CHPPD Trust average (excl. ITUs)	PANDA Acuity (weighted for cubicle and complexity)				Sickness (RN)	Turnover FTE (RN)	Vacancies (RN)	Vacancies unregistered
			WIC	HD	Normal under 2	Normal over 2				
January	93.4%	12.4	38.1%	19.6%	14.3%	27.9%	3.8%	17.2%	109.1	74.5
February	94.4%	11.8	36.2%	18.5%	14.6%	30.8%	2.8%	16.9%	99.1	50.8
March	92.9%	11.5	36.4%	18.6%	14.7%	30.4%	2.8%	16.3%	92.3	53.8
April	91.1%	11.6	39.0%	20.9%	13.1%	27.0%	2.7%	16.4%	110.1	31.7

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
Charles West Division																
Badger	97.1%	130.2%	93.6%	84.4%	97.1%	Badger have backfilled their vacancies with Healthcare Assistant shifts	10.8	1.9	12.7	0	2	0	0	0	0	0
Bear	124.4%	133.1%	115.5%	59.5%	117.9%	High dependency patients had to be nursed in cubicles due to closed beds in the HDU bay for infection control purposes, which required more nursing staff. We're understablished on care staff and deliberately over-establishing on trained staff in preparation for the move. Two of the care staff we have are now picking up our SSI work, hence a higher rate on days than nights.	10.9	1.7	12.6	0	0	0	0	0	0	0
Framingo	96.9%	39.1%	84.0%	77.2%	89.1%	Unit safely staffed	20.0	0.5	20.5	1	0	0	0	0	0	0
Miffy	112.5%	77.3%	88.1%	92.9%	91.0%	Miffy have HCA vacancies and had sickness and maternity leave with the Band 2,3,4's.	9.4	9.8	19.2	0	0	0	0	0	0	0
NICU	127.1%	35.5%	105.2%	-	111.9%	During the month of March there was an increased number of both long term and short term sickness, necessitating an increase in the number of staff required to fill vacant shifts.	28.4	0.5	28.9	0	0	0	0	0	0	0
PICU	108.9%	52.0%	92.9%	9.7%	97.0%	During the month of March, there was less sickness; however an increase in maternity leave and leavers necessitated bank staff to fill vacant shifts. Where possible, we increased our capacity as required, however there were a number of occasions when we were not at full capacity, and as a consequence we cancelled bank staff. A close eye has been kept on bank fill during this period, cancelling any unnecessary staff.	29.1	0.5	29.6	2	0	0	0	0	0	0
Elephant	79.2%	54.9%	68.9%	57.6%	71.1%	Same as Giraffe	6.5	1.1	7.6	0	0	0	0	0	1	0
Fox	67.3%	52.0%	51.8%	64.1%	59.6%	Same as Giraffe	8.6	1.4	10.0	0	0	0	0	0	0	0
Giraffe	99.9%	73.6%	80.2%	56.8%	83.8%	Giraffe are under establishment, and also, due to shortages elsewhere within Haem Onc, regularly have to move staff between units to maintain safe levels elsewhere, hence the low numbers on most of their shifts. My feeling is that that is probably the case with all of the units in that group.	10.0	2.4	12.4	0	0	1	0	0	0	0
Lion	82.4%	77.5%	82.4%	71.7%	81.0%	Same as Giraffe	8.3	1.7	10.0	0	0	0	0	0	0	0
Penguin	133.6%	202.3%	73.2%	31.4%	110.7%	Same as Giraffe	11.2	5.1	16.3	0	0	0	0	0	0	0
Robin	84.7%	89.0%	66.1%	110.5%	79.7%	Same as Giraffe	10.5	2.5	13.0	0	0	0	0	0	0	0
International Private Patients Division																
Bumblebee	81.9%	216.6%	79.5%	90.8%	90.5%	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 has meant increase in HCA bank usage. Beds were closed for three days where staffing was reduced and bank shifts did not fill.	7.4	2.8	10.2	0	0	0	0	0	0	0
Butterfly	89.6%	236.3%	82.3%	201.0%	103.0%	Qualified staffing deficit and associated risks were mitigated by additional use of bank and careful allocation. Increased amounts of blood products and chemotherapy administered in day requiring more qualified staff. The ward has seen an increase in patient acuity, and has utilised additional bank staff both registered and unregistered. Increased unqualified bank usage as cubicalised patient requiring 1:1 special. 3 beds were closed to complete a redecoration programme which also allowed for safe staffing levels.	8.5	3.1	11.5	0	0	0	0	0	0	0
Hedgehog	81.2%	107.4%	86.5%	85.4%	86.4%	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. No closed beds.	9.4	3.1	12.5	0	0	0	0	0	0	0
JM Barrie Division																
Eagle	86.4%	65.3%	94.4%	96.7%	86.4%	Below 10% Tolerance due to staff sickness and moving qualified staff off the day to cover nights and HCA – long term sickness. Eagle currently has vacancies so ward not up to full establishment.	8.7	2.1	10.8	0	0	0	0	0	0	0
Kingfisher	70.8%	43.0%	125.9%	-	74.0%	Below 10% Tolerance due to staff sickness and staff on maternity leave. The HCA average is below 10% because they now work nights and this was not factored into their off duty before.	8.6	2.9	11.6	0	0	0	0	0	0	0
Rainforest Gastro	130.0%	45.2%	99.3%	46.0%	84.4%	Increased patient activity and acuity on day shifts requiring more registered nurses.	8.9	2.9	11.8	0	0	0	0	0	0	0
Rainforest Endo/Met	124.1%	38.7%	75.2%	76.4%	83.5%	Unit safely staffed	9.2	2.4	11.5	0	0	0	0	0	0	0
Mildred Creak	126.7%	88.8%	88.3%	75.6%	102.1%	Unit safely staffed	7.4	3.6	11.0	0	0	0	0	0	0	0
Koala	110.1%	157.7%	97.8%	81.3%	105.6%	Unit safely staffed	10.5	1.3	11.8	1	0	0	0	0	0	0
Peter Pan	105.7%	58.3%	86.5%	-	90.4%	Unit safely staffed	9.1	1.1	10.3	0	0	0	0	0	0	0
Sky	108.6%	116.4%	94.0%	-	104.5%	Unit safely staffed	9.3	2.0	11.3	Warning	Helpful	0	Expect	0	0	0
Squirrel	83.5%	107.4%	82.6%	-	91.4%	Below 10% tolerance due to vacancies but staff have been moved as required to ensure safe staffing levels	8.5	2.0	10.5	0	0	0	0	0	0	0

Ward	Nursing Staffing Actual vs Planned					Care Hours per Patient Day			Key Indicators							
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Charles West Division																
Badger	91.4%	108.2%	84.8%	86.2%	89.5%	There are a number of nursing vacancies across Badger and Miffy and these have tried to be filled with PulseBank or Band 3 PulseBank where appropriate.	10.4	1.8	12.2	0	3	0	0	0	0	0
Bear	141.3%	98.7%	116.8%	67.3%	123.0%	Increased number of HDU patients requiring additional registered nurses	10.1	1.1	11.2	0	0	0	0	0	0	0
Fleming	115.9%	73.3%	101.2%	23.5%	106.7%	Unit safely staffed.	24.9	0.5	25.4	2	0	0	0	0	0	0
Miffy	143.9%	81.4%	73.5%	96.2%	96.8%	There are a number of nursing vacancies across Badger and Miffy and these have tried to be filled with PulseBank or Band 3 PulseBank where appropriate.	10.6	10.6	21.2	0	0	0	0	0	0	0
NICU	115.2%	20.0%	102.4%	-	104.5%	The unit has a number of HCA vacancies which are currently in the recruitment process	26.9	0.4	27.3	0	0	0	0	0	0	0
PICU	107.5%	36.7%	91.8%	6.7%	95.3%	The figures provided are a true reflection of the staffing requirements for PICU.	31.2	0.4	31.6	1	0	0	0	0	0	0
Elephant	96.1%	60.0%	78.6%	76.6%	84.3%	Some vacancies and staff on essential study days, resulting in staff moves from other areas in the Trust to assist. the ward had third year students on the ward this month & this supports the required HCA workforce numbers but it is not reflected in Rosterpro.	8.9	1.6	10.5	0	0	0	0	0	0	0
Fox	92.8%	90.4%	70.4%	106.4%	84.4%	Significant number of very busy which had been supported by staff moves and using non ward based staff to support the ward.	11.7	2.4	14.2	0	0	0	0	0	0	0
Giraffe	94.8%	43.4%	78.2%	54.8%	77.2%	Some vacancies & more than usual number of staff on essential study days, resulting in staff moves from other areas in the Trust to assist. 1 bed closed in Giraffe due to maintenance work. We have allocation of third year students & this supports the required HCA workforce numbers but it is not reflected in Rosterpro.	9.1	1.7	10.9	0	0	0	0	0	0	0
Lion	84.0%	82.5%	78.1%	76.6%	81.0%	As with the other Heam/Occ wards the ward has some vacancies and staff on essential study days and nurses from other wards in the Trust have been moved to ensure the ward was safely staffed.	8.7	2.0	10.7	0	0	0	0	0	0	0
Penguin	131.0%	151.0%	89.6%	31.5%	106.7%	Figures for the day shift includes the establishment for Penguin Ambulatory Day Care hence the registered nurses & care staff for the day shifts fill rate reflect >100%. 1 HCA on long term sickness absence. Third year students support the required HCA workforce numbers but this is not reflected in Rosterpro.	9.9	3.4	13.3	0	0	0	0	0	0	0
Robin	88.4%	77.1%	71.0%	102.4%	81.8%	Staff moved from other areas in the Trust not reflected on Rosterpro. Increased activity has been supported by staff moves and using non ward nurses to support the ward team.	10.1	2.1	12.2	0	1	0	0	0	0	0
International Private Patients Division																
Bumblebee	85.5%	217.8%	84.0%	102.2%	95.3%	Qualified staffing deficit and associated risks were mitigated by additional bank HCA's, careful allocation. Staff were moved across the division where possible to account for unfilled bank shifts and to cover sickness and vacancies. Increase in patients requiring 1:1 specials, significant increase in patient acuity and failure to fill qualified bank shifts has meant increase in HCA bank usage. Bank shifts have been escalated to external agency when unfilled, and a bespoke advert placed with the nursing bank to try and attract regular bank workers. 3 beds were closed to mitigate staffing an acutely unwell complex-needs patient and to ensure safe staffing for the rest of the ward.	7.5	2.9	10.4	0	0	0	0	0	1	0
Butterfly	112.1%	326.5%	76.8%	162.0%	115.4%	Qualified staffing deficit and associated risks were mitigated by additional use of bank and careful allocation. Increased fill rate of bank shifts at night, so many rostered staff were moved to day shifts where appropriate. Increased amounts of blood products and chemotherapy administered in day requiring more qualified staff. The ward has seen an increase in patient acuity, and has utilised additional bank staff both registered and unregistered. Increased unqualified bank usage as cubicalised patient requiring 1:1 special. Increasing numbers of BMT patients requiring nurse transfers for TBI and close monitoring during marrow/cells infusions. 3 beds have been closed to allow a period for newly registered staff to become familiar with ward, competent in some clinical skills and to ensure safe staffing levels.	10.7	3.8	14.5	0	0	0	0	0	0	0
Hedgehog	86.6%	121.1%	94.9%	89.1%	93.5%	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. Additional bank shifts were put out and if filled substantive ward staff moved across division to ensure safe staffing across entire division.	13.8	4.6	18.4	0	0	0	0	0	0	0
JM Barrie Division																
Eagle	84.2%	65.0%	88.9%	85.7%	82.9%	Below 10% tolerance due to short staffed with vacancies and further impeded with short term sickness.	8.3	2.0	10.3	0	0	0	0	0	0	0
Kingfisher	57.3%	42.7%	104.3%	-	63.5%	No wards were deemed unsafe because extra measures were put in place such as swapping staff around or closing beds.	8.1	3.4	11.5	0	0	0	0	0	0	0
Rainforest Gastro	112.8%	46.7%	89.3%	50.4%	77.7%	Slight variance in qualified on days, this is due to needing to have 1:1 for dependency over a 5 shift period. The unqualified is in the 50% due to one vacant position.	7.8	3.2	11.0	0	0	0	0	0	0	0
Rainforest Endo/Met	116.3%	41.7%	76.2%	50.1%	79.0%	Increase in Registered nurses on days due an increase in activity and patient acuity. Ward Safely staffed and assessed daily	8.8	2.0	10.8	0	0	0	0	0	0	0
Mildred Creak	97.6%	101.8%	73.6%	123.6%	98.4%	Unqualified on nights has had to be increased due to the care needs of a patient on the unit. Qualified on nights is down, this is due to qualified vacancies. The regular qualified staff have been concentrated onto days shifts to ensure that the therapeutic sessions and key work can continue and regular bank staff have been covering the nights that were not covered.	5.0	4.0	9.0	0	0	0	0	0	0	0
Koala	106.0%	174.8%	89.0%	59.0%	99.5%	Koala ward did not declare any unsafe shifts. Care workers up at 174.8% as they are utilised more in the daytime for telemetry patients, down at 59% on night. Trained staff - vacancies and sickness has resulted in 89% on nights.	9.7	1.3	11.0	0	0	1	0	0	0	0
Peter Pan	104.2%	80.3%	90.6%	-	95.7%	The ward staffing is adjusted and monitored daily, staff swapped to ensure that the area was always safely staffed.	9.5	1.7	11.1	0	0	0	0	0	0	0
Sky	125.2%	116.6%	93.6%	-	112.6%	Sky ward did not declare any unsafe shifts. They too have several vacancies. Trained staff up 125% due to increased patient dependency. Care workers up 116% due to patient load	9.8	2.1	11.9	0	0	0	0	0	0	0
Squirrel	51.3%	50.3%	51.7%	-	57.6%	Currently awaiting staffing establishment review and transfer of budgets for Squirrel Ward Urology now that the ward has split from Squirrel SNAPS, and prior move into PICB.	5.3	1.4	6.7	0	0	0	0	0	0	0