GOSH Safe Nurse Staffing Report March/April 2018

NHS
Great Ormond Street
Hospital for Children
NHS Foundation Trust

1.
- Unify v Actual CHPPD is the data that provides the actual number of nursing and HCA hours available for each patient for everyday for the month and is another way of displaying staffing levels.
- There are still bed closures being report across IPP, Koala, Sky and Fox. These have been for improvement works, unfilled bank shifts and references made to an increase in staff sickness. There has been reports of Norovirus on Wards and this could explain the reported staff sickness rate, although there is only an increase of 0.1% (15 episodes) reported

2.
- There were no unsafe shifts reported in March or April. There have been shifts where staff were utilised and allocated accordingly throughout the Trust to ensure areas are safely staffed and acuity of patients was taken into account. During March this was for 30% of the overall shifts while in April it was 50%.
- Care hours per patient per day decreased slightly in March by 0.2% and for April it has increased by 0.4% thus reflecting the continued fluctuation in patient acuity.
- The trend in patient acuity requiring a nurse to patient ratio of 1:1or 1:2 level of care has been consistent and is currently reporting at 62.7%, this is consistent with the trends for the last few months whereas the 1:3 and 1:4 has been consistently in the mid 30% with the trend slightly increasing month on month since December 2017, March is reported at 35.27% and April is 33.23% against Decembers figure of 35% respectively.

3.
- Turnover rate has increased for the period of this report and the vacancy rate has also increased for both registered and unregistered nurses, this is a known phenomenon for this time each year. The Pipeline figures are, at present, on an upward trajectory, this is taking into account the posts offered to the September 2018 Cohort. Another Band 5 advert has generated another 28 possible new starters. The Pipeline figures for April also recognises the natural expected attrition which is less than expected at 3%. The staffing figures reported for April are the most up to date figures available at the time of writing the report.

Month	UNIFY* Actuals vs plan	CHPPD** Trust average	PANDA Acuity (weighted for cubicle and complexity)				Maternity leave (RN)	Sickness (RN) (Absence Days in month)	Turnover FTE -RN (Annual %)	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)							
Jan	108%	15.5	43.9%	19.9%	11.3%	24.7%	52.8 FTE (3.3%)	2.93% (1,651)	15.9 FTE (15.8%)	110 FTE (6.9%)	57.7 FTE (17.9%)	65.9	7
Feb	91%	15	45.28%	18.41%	10.75%	25.6%	53.0 FTE (3.56%)	2.9% (1,453)	13.2 FTE (15.95%)	47 FTE (2.9%)	59 FTE (18.3%)	82.9	14
Mar	98.4%	14.8	47.55%	19.19%	10.12%	23.1%	57.9 FTE (3.91%)	2.8% (1,276)	19.6 FTE (16.2%)	54.6 FTE (3.4%)	65.1FTE (20.2%)	245.9 (inc 165 B5's)	20
Apr	99.5%	15.2	48.79%	17.97%	9.92%	23.31%	57.9 FTE (3.91%)	2.9% (1,291)	22 FTE (16.4%)	59.22 FTE (3.7%)	60.73 FTE (18.84%)	216.4 (inc 161 B5's)	2

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

CHPPD provides more granular data providing the actual number of nursing and HCA hours available for each patient for everyday for the month and is another way of displaying staffing levels.

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)

Reporting Month		Nursing Staff Actual vs Planned					Care Hours per Patient Day				Key Indicators						
Mar-18		Day		Night													
		Fill rate - registered nurses %	Fill rate - care staff (%)	Fill rate - registered nurses (%)	Fill rate - care staff (%)	Comments	Patients	Registered Staff	Care Staff	Total	Pressure Ulcers: Grade 2	Cardiac Arrest	Respiratory Arrest	PALS	Complaints	Datix	Unsafe shift
Division	Ward name																
Charles West Division	Leopard Ward	114.5%	118.8%	94.9%	107.2%	Ward safely staffed	388	12.3	2.1	14.4	0					1	
	Bear Ward	141.4%	143.7%	116.5%	60.7%	Acuity, including both Specialing and HDU patient, has dictated the requirements for nurses. Under-establishments of staff are reflected in the Report	682	10.8	1.6	12.4	0						
	Flamingo Ward	104.0%	38.8%	97.4%	41.9%	Unit was safely Staffed	568	24.2	0.4	24.6	1						
	Kangaroo Ward	178.2%	90.6%	114.5%	91.1%	Ward safely staffed	170	12.2	9.5	21.7	0						
	Neonatal Intensive Care Unit	108.9%	0.0%	87.9%	-	Unit was safely Staffed	221	28.4	0.0	28.4	0						
	Paediatric Intensive Care Unit	89.9%	30.4%	80.8%	-	Unit was safely Staffed	430	24.0	0.3	24.3	1						
	Elephant Ward	107.0%	64.2%	81.0%	31.0%	Elephant, Giraffe & Lion reported numbers reflects the activity for both staff and patient numbers. Staffs were appropriately redeployed as required.	253	10.7	1.2	12.0	0						
	Fox Ward	81.7%	53.2%	59.3%	42.3%	**Fox and Robin**, multiple vacancies (B5, B3), 4 beds closed across 2 units and further empty beds, decrease of patient dependency.	203	11.4	1.3	12.7	0						
	Giraffe Ward	109.7%	42.0%	72.1%	30.3%	see Elephant Ward	160	12.1	1.6	13.8	0						
	Lion Ward	99.0%	94.9%	85.0%	26.1%	see Elephant Ward	266	10.0	1.5	11.5	0						
	Pelican Ward	122.9%	210.8%	99.7%	80.6%	Acuity, including both Specialing and HDU patient, has dictated the requirements for nurses.	213	8.9	4.9	13.8	0					2	
	Robin Ward	92.7%	52.5%	75.3%	68.4%	see Fox Ward	218	11.8	1.6	13.4	0						
International Private Patients	Bumblebee Ward	95.0%	173.2%	83.3%	91.5%	Ward safely staffed and all staff allocated accordingly, incorporating the acuity and numbers of patients and their specific requirements. Day case and short stay activity increased and again staffs were deployed both locally and Trust wide. There was a shortfall in filled Bank shifts which is reflected in the numbers reported.	459	9.0	2.7	11.7	0						
	Butterfly Ward	87.6%	205.5%	76.2%	85.6%	Appropriate staffs staffing levels were maintained and all levels of nurses were utilised Staffing was also purposefully reduced at night due to increased numbers of day cases patients discharged in evenings. Intermittent beds closed overnight for staffing and acuity, and also to protect bed state for chemotherapy admissions the following morning.	419	8.8	2.2	11.0	0						
	Hedgehog Ward	123.6%	132.7%	76.0%	95.9%	The Ward merged with Bumblebee, for a short period due to improvement works. Ward safely staffed and all staff allocated accordingly, incorporating the acuity and numbers of patients and their specific requirements. Day case and short stay activity increased and again staffs were deployed both locally and Trust wide. There was a shortfall in filled Bank shifts which is reflected in the numbers reported.	163	12.4	4.7	17.2	0						
JM Barrie Division	Eagle Ward	90.8%	75.8%	101.6%	115.6%	Eagle Ward moved staff across the unit to ensure safe staffing levels on Haemodialysis.	393	9.0	2.4	11.4	0						
	Kingfisher Ward	79.0%	31.5%	101.6%	-	Kingfisher had reduced patient throughput due to Easter.	171	10.2	2.6	12.8	0						
	Rainforest Ward (Gastro)	156.2%	33.9%	137.7%	40.5%	Ward safely staffed, reported figures are indicative of current vacancies and utilisation of staff.	239	10.4	2.2	12.6	0						
	Rainforest Ward (Endo/Met)	140.9%	49.6%	97.4%	109.3%	Ward safely staffed, reported figures are indicative of current vacancies, sickness levels and utilisation of staff with the increase in the acuity of the complex patients.	211	11.7	3.4	15.1	0						
	Mildred Creak Unit	106.8%	105.1%	99.0%	69.7%	Staff utilised over the full twenty four hour period to ensure staff usage appropriate.	239	6.4	3.6	10.0	0						
	Koala Ward	103.2%	126.2%	89.0%	41.9%	Both Sky ward and Koala ward are a true reflection of the staffing requirements for these specialties. During the month of March there were a significant number of staff off sick and sometimes the inability to fulfil outstanding shifts necessitated bed closures. There is a slightly higher fill rate for days v nights, as fewer staff are required for the night shift, potentially due to increased discharges, cancellations etc. Also during this month, Sky ward had an increased acuity requiring additional nursing staff. On occasion, beds were closed during the month of March to reflect staffing issues.	570	10.7	1.0	11.7	0						
	Panther Ward	126.4%	93.5%	111.4%	-	Acuity, including both Specialing and tracheostomy patients and some staff sickness, has dictated the requirements for nurses.	283	10.8	1.9	12.7	0						
	Sky Ward	123.7%	148.6%	103.2%	-	see Koala Ward	359	9.9	2.8	12.8	1						
	Panther Urology	200.2%	66.5%	124.9%	59.3%	Panther Urology reported figures reflect the workload, this is due to complex surgical cases and	222	12.2	1.8	14.0							
	Chameleon Ward	171.7%	89.0%	207.4%	63.4%	The establishment change clearly is not reflected.	309	11.8	1.5	13.3							

Reporting Month		Nursing Staff Actual vs Planned					Care Hours per Patient Day				Key Indicators						
Apr-18		Day		Night													
		Fill rate - registered nurses %	Fill rate - care staff (%)	Fill rate - registered nurses (%)	Fill rate - care staff (%)	Comments	Patients	Registered Staff	Care Staff	Total	Pressure Ulcers: Grade 2	Cardiac Arrest	Respiratory Arrest	PALS	Complaints	Datix	Unsafe shift
Division	Ward name																
Charles West Division	Leopard Ward	106.9%	86.4%	91.3%	91.7%	Ward safely staffed	327	13.7	1.9	15.7	1						
	Bear Ward	126.2%	104.7%	105.3%	57.8%	Although currently slightly under established the Ward was staffed safely. Deficits backfilled with appropriate staff including Practice Educators.	611	10.8	1.4	12.2	0						
	Flamingo Ward	117.2%	51.7%	108.7%	36.7%	Flamingo went slightly over due to acuity of children and running 21 beds instead of 19 funded.	547	28.2	0.5	28.7	5	1					
	Kangaroo Ward	154.3%	88.8%	118.4%	83.0%	Ward safely staffed	181	10.7	8.5	19.3	0						
	Neonatal Intensive Care Unit	111.8%	0.0%	97.5%	–	Unit safely staffed	241	27.0	0.0	27.0	0						
	Paediatric Intensive Care Unit	102.8%	27.0%	92.0%	0.0%	Unit safely staffed	405	28.0	0.2	28.2	3						
	Elephant Ward	102.1%	51.7%	83.7%	43.8%	The average Actual V Planned Staff Hours reflects a varied patient activity & dependency throughout April, with some unoccupied beds. Staff including senior nursing staff & CNS . moved to other areas to support deficits in staffing skill mix.	317	9.2	1.1	10.2	0						
	Fox Ward	89.1%	54.6%	71.7%	48.5%	see Elephant Ward	224	12.3	1.4	13.7	0						
	Giraffe Ward	122.0%	58.3%	89.4%	43.0%	see Elephant Ward	184	12.2	2.0	14.2	0						
	Lion Ward	84.0%	77.5%	85.2%	52.0%	see Elephant ward	268	9.8	1.7	11.5	0						
	Pelican Ward	114.9%	176.1%	86.9%	96.4%	see Elephant Ward	192	9.0	5.1	14.1	0						
	Robin Ward	94.5%	61.6%	83.8%	78.2%	see Elephant Ward	260	12.4	1.8	14.2	0						
International Private Patients	Bumblebee Ward	91.7%	185.4%	86.3%	95.8%	Saw an increase in terms of the number of 1:1 specials being managed in cubicles from two to four and then back to three over the month this accounts for the increase to 185.4% with regards to the use of care staff on the day shift to safely care for these patients. Nursing lost two staff during the month of march (internal transfer and external transfer) and not all bank filled on the night resulting in a drop to 86.3% at night, however this was covered by moving staff from across the Division to support. When not in use the three RTT beds were closed to admissions but could be flexed open as required	410	9.8	3.2	13.0	0		1				
	Butterfly Ward	88.7%	102.1%	74.3%	102.7%	Qualified and unqualified staffing vacancies/deficits and the associated risks were mitigated by additional use of bank. Increased numbers of unregistered staff during day to support registered staff in providing safe care for cubicalised patients. Staffing also purposefully reduced at night as increased numbers of day case patients discharged in evenings Intermittent beds closed overnight for staffing and acuity.	383	9.2	2.8	12.0	0						
	Hedgehog Ward	122.0%	90.4%	86.2%	88.4%	Saw an increase in through put of day cases and short stay patients. They also were required to deliver 1:2 care to a patient in a cubicle this resulted in a requirement of 122% in registered nurses, especially on the day shifts. This was able to drop down to 86.2% at night and 88.4% for care staff at night due to discharging the daycase patients. Again staff moved across the Division to help. No beds needed to be closed during this time period.	203	11.0	3.1	14.1							
JM Barrie Division	Eagle Ward	84.4%	51.0%	93.2%	74.8%	Eagle Ward had Norovirus so figures below 10% tolerance due to sickness and ward closure. Norovirus contained, ward cleaned to a high level and staff did not work elsewhere to help containment.	327	9.5	1.8	11.3	0						
	Kingfisher Ward	85.5%	27.7%	91.4%	–		205	8.9	2.0	10.9	0						
	Rainforest Ward (Gastro)	160.1%	40.5%	134.9%	46.9%	Kingfisher below 10% tolerance on day shifts for qualified staff due to moving to nights to cover short term sickness.	218	11.5	2.8	14.3	0						
	Rainforest Ward (Endo/Met)	137.0%	38.5%	88.9%	103.1%		230	10.5	2.8	13.3	0						
	Mildred Creak Unit	130.7%	76.4%	96.3%	60.4%		215	8.2	3.1	11.3	0						
	Koala Ward	102.2%	63.9%	84.0%	46.0%	Both Sky ward and Koala ward are a true reflection of the staffing requirements for these specialties. During the month of April fewer beds were closed on Sky ward, necessitating a greater number of staff, patient acuity was also greater on Sky ward. There is a slightly higher fill rate for days v nights, as fewer staff are required for the night shift, potentially due to increased discharges, cancellations etc.	595	10.4	0.7	11.0	0		1				
	Panther Ward	125.9%	116.2%	107.7%	–	Ward safely staffed	276	11.0	2.6	13.6	0						
	Sky Ward	114.3%	124.1%	91.5%	–	Ward safely staffed	363	9.3	2.4	11.7	2						