

GOSH Safe Nurse Staffing Report September & October 2017

Capacity: A number of beds have been closed over the last two months

- September: Hedgehog was closed for 2 weeks due to a reduction in activity, Fox closed for 2 weeks for maintenance work. Plus additional ad hoc closures.
- October: Ad hoc bed closures across a number of wards due to staffing numbers. The main area affected were in the ICI and surgical wards.

Staffing:

- There were 3 unsafe shifts reported in October which had been escalated to the Clinical Site Practitioners due to staffing levels, 2 on the ICI wards and 1 on Rainforest, no adverse incident occurred on these shifts as a result.
- Care hours per patient day have generally been higher in last 2 months compared to the previous 2 months.
- Approximately 210 WTE Newly Qualified Nurses started in the Trust on 25th September 2017. They have undertaken a 4 week induction and orientation period to ensure all mandatory training and essential competencies have been completed.

Temporary Staffing:

- Overall shift request numbers for September have been lower compared to August. There was a significant increase in demand in October mainly to cover an increase in sickness. The average fill rate of shifts continues to be very good at 90%. Only 2 shifts have been filled by agency over the last 2 months.

Month	UNIFY * Actuals vs plan	CHPPD* * Trust average	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)							
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
Sept	89.85%	13.8	40.88%	20.84%	24.79%	24.79%	4.2%	2.3%	16.2%	-35	28	4	11
Oct	90.28%	13.9	44.91%	15.63%	13.07%	26.38%	4.4%	2.9%	16.2%	-24	26	19	9

Glossary

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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)

Nursing Staffing Actual vs Planned						Care Hours per Patient Day			Key Indicators						
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	75.6%	96.1%	80.2%	95.1%	Activity was down for the month. Ward safely staffed though there are vacancies at Band 5 & 6.	9.1	1.8	10.9		2	1	0	0		0
Bear	120.2%	117.5%	103.0%	93.9%	Ward safely staffed. Nurses moved to other wards when needed	9.4	1.6	11.0				0	0		0
Flamingo	116.1%	15.0%	100.0%	24.0%	Unit safely staffed.	27.9	0.2	28.1	4			0	0		0
Miffy	85.5%	75.0%	73.8%	63.4%	One patient on home leave so staffing requirements were less.	7.4	8.2	15.6				0	0		0
NICU	116.1%	20.1%	102.1%	-	Unit safely staffed. Additional bed opened requiring additional staffing	27.6	0.5	28.1	1			0	0		0
PICU	110.0%	10.1%	87.0%	13.4%	Unit safely staffed	28.8	0.2	29.0				0	0		0
Elephant	92.3%	76.8%	83.0%	61.7%	Staff moved from Robin ward to ensure safe staffing	7.9	1.4	9.3				0	0		0
Fox	93.3%	51.0%	71.4%	62.9%	Ward opened following air handling work. Staff moved from Robin as required. No Bank staff required.	9.2	1.1	10.3				0	0		0
Giraffe	87.8%	52.1%	74.4%	49.2%	Staff moved from Robin ward to ensure safe staffing	8.7	1.8	10.6		1		0	0		0
Lion	98.7%	82.2%	109.2%	91.9%	Ward safely staffed	10.7	2.1	12.8				0	0		0
Penguin	103.5%	200.4%	92.9%	32.3%	Ward safely staffed.	9.7	4.8	14.5				0	0		0
Robin	105.3%	250.0%	84.5%	47.0%	Ward only opened for 5 days due to air handling work. Staff moved to other ICI wards.	5.9	1.7	7.6				0	0		0
International Private Patients Division															
Bumblebee	98.4%	188.3%	89.4%	66.9%	Ward safely staffed and nurses moved from Hedgehog	8.4	2.2	10.6			1	0	0		0
Butterfly	70.9%	202.5%	54.9%	103.6%	The ward has a number of vacancies but nurses moved from Hedgehog to ensure ward safely staffed	8.1	2.8	10.9				0	0		0
Hedgehog	172.0%	114.0%	131.8%	89.5%	Small ward establishment accounts for larger variation in staffing percentages. Ward closed for 2 weeks due to reduction in referrals following Ramadan, staff moved to cover Butterfly and Bumblebee as required.	10.4	3.5	13.9				0	0		0
JM Barrie Division															
Eagle	91.3%	90.8%	109.1%	131.9%	Ward safely staffed	9.9	3.0	13.0				0	0		0
Kingfisher	69.1%	48.3%	100.6%	-	Increase in nurse sickness, CNSs and Educator used to cover day shifts as needed.	10.6	3.9	14.5				0	0		0
Rainforest Gastro	106.4%	50.8%	95.2%	56.0%	Vacant band 3 posts account for low un registered fill rates.	9.2	4.1	13.3				0	0		0
Rainforest Endo/Met	99.9%	43.3%	62.8%	82.0%	Ward safely staffed. Increase in daycase activity so less nursing required overnight.	7.9	2.7	10.6				0	0		0
Mildred Creak	103.4%	66.6%	87.8%	102.8%	The unit has some vacant posts but safely staffed	4.4	2.4	6.9				0	0		0
Koala	99.1%	165.4%	87.2%	67.4%	High HCA use during the day used to cover telemetry unit.	9.7	1.3	11.0				0	0		0
Peter Pan	94.3%	105.0%	95.0%	-	Ward safely staffed	8.8	2.3	11.0				0	0		0
Sky	117.9%	126.8%	89.1%	-	Increase nurse staffing required for an increase in patient acuity	8.8	2.3	11.1			1	0	0		0
Squirrel SNAPs	119.7%	111.9%	155.0%	120.1%	Increase in activity and acuity requiring additional staffing	8.9	2.5	11.4				0	0		0
Squirrel Urology	149.3%	84.6%	95.1%	26.9%	Increase in nursing required to care for a child who required specialising.	10.0	1.7	11.7				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		Registered	Care Staff	Total	Pressure Ulcer, grade 2	Cardiac Arrest	Respiratory Arrest	PALS	Complaints	Datix	Unsafe shift
Charles West Division															
Badger	90.3%	123.8%	78.3%	107.8%	A number of NQNs have started on the ward but are still supernumary and completing their competencies. Ward safely staffed.	9.4	2.0	11.4		1	3	0	0	0	
Bear	148.4%	112.9%	103.8%	76.3%	Ward safely staffed	10.3	1.4	11.7				0	0	0	
Flamingo	112.3%	19.4%	102.4%	21.0%	Ward safely staffed	26.6	0.2	26.8	3			0	0	0	
Miffy	92.9%	86.4%	68.8%	80.8%	Some Band 5 and 6 vacancies but ward safely staffed	7.5	9.7	17.2				0	0	0	
NICU	105.1%	25.9%	93.5%	-	Unit safely staffed	25.3	0.5	25.7				0	0	0	
PICU	111.3%	24.4%	98.4%	6.5%	Unit safely staffed	27.2	0.2	27.5	2			0	0	0	
Elephant	140.2%	73.9%	94.8%	65.1%	Ward safely staffed. Nurses moved to other ICI wards when required.	9.4	1.2	10.6				0	0	0	
Fox	86.0%	56.0%	63.7%	69.1%	The wards across ICI had some significant staffing challenges in the first two weeks of October. Whilst there has been a large number of NQNs starting on the wards they were in their supernumary period and completing their competencies. There was one unsafe shift reported on 10th October. This was appropriately escalated to Divisional ACN and CSPs. Daily bed meetings took place to review staffing and staff moved as required.	9.8	1.4	11.3				0	0	2	
Giraffe	107.4%	55.4%	75.7%	75.0%	Please see comments above	8.6	2.0	10.6		1		0	0	1	
Lion	102.4%	109.2%	74.0%	84.7%	Please see comments above	9.0	2.2	11.2				0	0	0	
Penguin	90.5%	215.1%	55.2%	17.0%	Ward closed on several shifts and over the weekends. Patients and staff were moved to other wards to sure patient safety.	10.4	6.8	17.1				0	0	0	
Robin	73.6%	59.5%	70.4%	57.1%	Please see comments above for Fox ward	9.5	1.4	10.9				0	0	0	
International Private Patients Division															
Bumblebee	121.9%	176.0%	99.8%	86.2%	Ward safely staffed	9.0	2.2	11.2			1	0	0	0	
Butterfly	72.7%	167.5%	57.5%	120.3%	Ward has some vacancies and there has been increased sickness. 4 beds closed on two occasions to ensure safe staffing levels	7.2	2.2	9.5				0	0	0	
Hedgehog	172.5%	102.6%	133.6%	69.3%	An increase in patient acuity required additional nursing	9.3	2.6	12.0				0	0	0	
JM Barrie Division															
Eagle	103.6%	65.8%	110.6%	106.2%	Ward safely staffed	10.8	2.3	13.1				0	0	0	
Kingfisher	85.5%	40.2%	118.9%	-	Ward safely staffed. CNSs and educators worked some clinical shifts and some nurses moved from Squirrel as required	9.9	2.9	12.7				0	0	0	
Rainforest Gastro	172.0%	49.9%	100.1%	51.2%	Increased number of NQNs working clinically but requiring increased support. One shift not deemed to be safe and reported to CSPs. No adverse incidents occurred as a result of this.	9.0	2.7	11.7				0	0	1	
Rainforest Endo/Met	113.7%	39.3%	70.0%	74.8%	Nursing number down at night due to increased day case activity.	8.3	2.3	10.7				0	0	0	
Mildred Creak	144.4%	104.9%	87.8%	122.4%	Unit safely staffed	9.1	5.3	14.4				0	0	0	
Koala	100.2%	65.9%	84.4%	50.3%	Nurses moved from night shifts to cover increased activity during the day. Ward safely staffed.	9.2	0.6	9.8	3			0	0	0	
Peter Pan	112.8%	109.8%	99.8%	-	Ward safely staffed	9.4	2.1	11.5				0	0	0	
Sky	146.6%	121.5%	101.7%	-	Increase in patient activity and acuity requiring more registered nurses. Ward safely staffed	10.5	2.1	12.6		1		0	0	0	
Squirrel SNAPs	137.5%	71.8%	157.1%	74.0%	Ward safely staffed	9.6	1.5	11.1				0	0	0	
Squirrel Urology	153.7%	66.5%	98.0%	18.9%	Ward safely staffed. Some nurses moved to cover other wards when required	10.6	1.4	12.0				0	0	0	