

Introduction

This report provides information on planned versus actual nurse and midwifery staffing for February and March 2018 and an update on progress with the reduction in use of agency staff in the nursing and midwifery workforce.

Planned versus actual staffing

The overall trust summary of planned versus actual hours for February was that actual hours were 0.5% more than planned hours. Hospital specific data is as follows:

- Barnet hospital 1% less actual hours than planned
- Chase Farm hospital 6% less actual hours than planned
- Royal Free hospital 2% more actual hours than planned

The overall trust summary of planned versus actual hours for March was that actual hours met planned hours. Hospital specific data is as follows:

- Barnet hospital 1% less hours than planned
- Chase Farm hospital 10% less actual hours than planned
- Royal Free hospital 2% more actual hours than planned

The tables below show that planned versus actual hours by hospital and ward for registered nurses and midwives and healthcare assistants for February and March:

Royal Free Hospital February 2018									
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN days)	Percent of actual vs total planned shifts (RN nights)	Percent of actual vs total planned shifts (HCA days)	Percent of actual vs total planned shifts (HCA nights)	Falls	Attributable cdiff	FFT Score
12 West	15	vary	117%	161%	302%	253%	1	0	100%
12 South	16	1:4	88%	96%	137%	196%	0	0	100%
12 North	12	vary	83%	103%	116%	114%	1	0	n/a
11 West	22	1:4.8	81%	98%	97%	185%	3	0	88%
11 East	24	1:4.8	83%	89%	100%	123%	4	1	91%
10 West	27	1:5	95%	99%	110%	115%	2	1	90%
10 South	25	1:6	99%	103%	103%	109%	0	0	82%
10 East	24	1:3.4	95%	97%	140%	157%	5	1	85%
10 North	32	1:5.3	92%	105%	98%	103%	3	0	89%
9 West	33	1:4	76%	101%	114%	126%	2	0	73%
9 North	33	1:4.7	85%	96%	105%	144%	5	0	86%
8 West	36	1:5.1	96%	113%	101%	105%	7	0	72%
8 East	26	1:4.3	94%	105%	100%	106%	2	0	87%
8 North	32	1:4	97%	101%	104%	109%	6	0	90%
7West	32	1:4.5	85%	98%	98%	121%	11	0	95%
7 East A	20	1:5	81%	83%	108%	100%	3	1	79%
7 East B	13	1:4.3	81%	83%	108%	100%	1	0	87%
7 North	24	1:5	101%	96%	105%	153%	1	0	86%
6 West	vary	vary	82%	94%	36%	n/a	0	0	n/a
6 South	28	1:4	85%	95%	128%	135%	3	0	94%
6 North	20	1:4	92%	100%	n/a	n/a	0	0	n/a
5 South	31	1:8	94%	94%	87%	97%	0	0	90%
5 East B	24	1:5	99%	99%	120%	138%	2	1	95%
5 North A	18	1:6	95%	100%	94%	103%	5	0	90%
NRC	14	1:5	96%	90%	109%	128%	5	0	n/a
ITU	vary	1:1/1:2	105%	112%	77%	88%	1	0	n/a
ED	n/a	vary	105%	108%	94%	100%	0	0	87%

Royal Free Hospital March 2018									
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN days)	Percent of actual vs total planned shifts (RN nights)	Percent of actual vs total planned shifts (HCA days)	Percent of actual vs total planned shifts (HCA nights)	Falls	Attributable cdiff	FFT Score
12 West	15	vary	97%	163%	300%	220%	0	0	n/a
12 South	16	1:4	89%	90%	147%	216%	1	0	100%
12 North	12	vary	71%	95%	109%	91%	2	0	n/a
11 West	22	1:4.8	79%	99%	103%	148%	1	1	86%
11 East	24	1:4.8	84%	99%	105%	124%	4	0	92%
10 West	27	1:5	97%	99%	100%	109%	3	0	93%
10 South	25	1:6	103%	103%	93%	100%	1	0	77%
10 East	24	1:3.4	95%	99%	127%	111%	4	1	90%
10 North	32	1:5.3	91%	100%	96%	99%	2	1	100%
9 West	33	1:4	74%	99%	98%	112%	1	0	90%
9 North	33	1:4.7	95%	101%	91%	134%	10	0	88%
8 West	36	1:5.1	90%	97%	98%	102%	10	0	89%
8 East	26	1:4.3	94%	99%	109%	116%	5	0	93%
8 North	32	1:4	101%	103%	105%	108%	6	0	83%
7 West	32	1:4.5	94%	98%	98%	229%	8	0	87%
7 East A	20	1:5	74%	79%	102%	102%	4	0	81%
7 East B	13	1:4.3	74%	79%	102%	102%	1	0	91%
7 North	24	1:5	105%	92%	106%	145%	2	0	92%
6 West	vary	vary	83%	93%	47%	n/a	0	0	n/a
6 South	28	1:4	90%	98%	117%	124%	4	0	86%
6 North	20	1:4	97%	96%	n/a	n/a	0	0	n/a
5 South	31	1:8	92%	94%	99%	105%	0	0	91%
5 East B	24	1:5	99%	100%	113%	123%	2	1	90%
5 North A	18	1:6	96%	100%	98%	95%	0	0	90%
NRC	14	1:5	95%	89%	103%	132%	0	0	n/a
ITU	vary	1:1/1:2	109%	113%	80%	85%	0	1	n/a
ED	n/a	vary	101%	106%	92%	102%	0	0	85%

Barnet Hospital February 2018									
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN days)	Percent of actual vs total planned shifts (RN nights)	Percent of actual vs total planned shifts (HCA days)	Percent of actual vs total planned shifts (HCA nights)	Falls	Attributable cdiff	FFT Score
Beech	24	1:6	86%	100%	95%	104%	2	0	95%
CCU	8	1:2	96%	101%	n/a	n/a	1	0	100%
Cedar	24	1:4	91%	98%	92%	106%	3	0	81%
Damson	24	1:6	90%	96%	89%	99%	1	1	78%
ED	n/a	vary	100%	102%	109%	127%	1	0	78%
Galaxy	30	1:4	102%	87%	50%	n/a	0	0	n/a
ITU	vary	1:1/1:2	95%	99%	78%	75%	0	0	n/a
Juniper	24	1:4.8	95%	98%	94%	150%	2	0	78%
Larch	22	1:5.5	86%	93%	95%	150%	2	2	56%
MSSU	48	1:4.8	91%	99%	107%	101%	3	0	83%
Mulberry	13	1:5	133%	107%	161%	285%	3	0	73%
Olive	22	1:5.5	88%	97%	96%	151%	4	0	94%
Palm	22	1:5.5	87%	100%	99%	148%	3	0	86%
Rowan	24	1:4.8	88%	99%	105%	139%	4	0	96%
Spruce	24	1:6	82%	101%	102%	106%	7	0	100%
Walnut	24	1:6	89%	100%	100%	121%	3	0	91%
Willow	16	1:5.3	114%	115%	97%	116%	1	0	77%
Victoria	48	1:8	102%	105%	88%	94%	0	0	90%

Barnet Hospital March 2018									
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN days)	Percent of actual vs total planned shifts (RN nights)	Percent of actual vs total planned shifts (HCA days)	Percent of actual vs total planned shifts (HCA nights)	Falls	Attributable Cdiff	FFT Score
Beech	24	1:6	88%	100%	99%	105%	3	0	80%
CCU	8	1:2	91%	99%	n/a	n/a	0	0	100%
Cedar	24	1:4	83%	99%	106%	109%	0	0	89%
Damson	24	1:6	87%	97%	91%	100%	3	0	94%
ED	n/a	vary	96%	103%	110%	142%	4	0	76%
Galaxy	30	1:4	95%	95%	68%	n/a	0	0	n/a
ITU	vary	1:1/1:2	93%	97%	84%	78%	0	0	n/a
Juniper	24	1:4.8	89%	95%	94%	151%	2	1	87%
Larch	22	1:5.5	84%	98%	110%	154%	7	0	89%
MSSU	48	1:4.8	89%	96%	122%	107%	7	1	73%
Mulberry	13	1:5	114%	116%	186%	247%	4	1	67%
Olive	22	1:5.5	90%	99%	88%	146%	3	0	100%
Palm	22	1:5.5	90%	107%	97%	150%	0	0	78%
Rowan	24	1:4.8	87%	100%	117%	161%	3	0	78%
Spruce	24	1:6	80%	96%	109%	107%	3	0	86%
Walnut	24	1:6	85%	101%	114%	111%	6	0	84%
Willow	16	1:5.3	98%	99%	105%	145%	2	0	83%
Victoria	48	1:8	97%	95%	96%	97%	0	0	92%

Chase Farm Hospital February 2018									
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN days)	Percent of actual vs total planned shifts (RN nights)	Percent of actual vs total planned shifts (HCA days)	Percent of actual vs total planned shifts (HCA nights)	Falls	Attributable Cdiff	FFT Score
Capetown	36	1:5.1	107%	101%	113%	142%	6	0	70%
UCC (CF)	n/a	vary	103%	90%	81%	100%	0	0	n/a
Wel'gton	39	1:6.5	68%	74%	96%	82%	1	0	98%

Chase Farm Hospital March 2018									
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN days)	Percent of actual vs total planned shifts (RN nights)	Percent of actual vs total planned shifts (HCA days)	Percent of actual vs total planned shifts (HCA nights)	Falls	Attributable Cdiff	FFT Score
Capetown	36	1:5.1	97%	99%	111%	123%	2	0	80%
UCC (CF)	n/a	vary	100%	113%	88%	100%	0	0	n/a
Wel'gton	39	1:6.5	65%	73%	88%	88%	1	0	95%

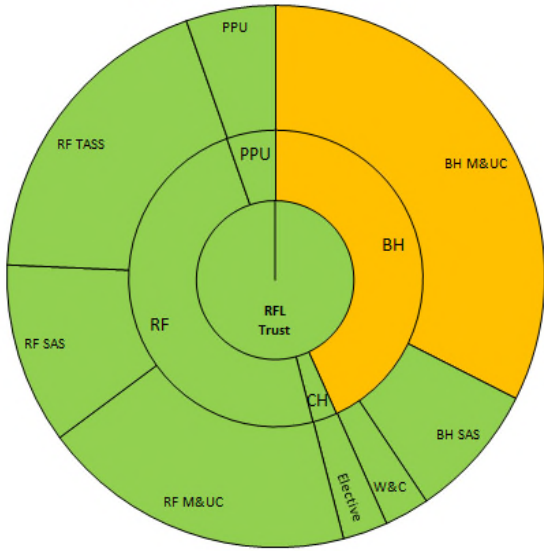
Safe staffing.

Each ward across the trust measures the dependency and acuity of each patient twice a day which is then matched against the available staff on the ward. This can be then considered for the trust as a whole, each hospital, each division and then each ward.

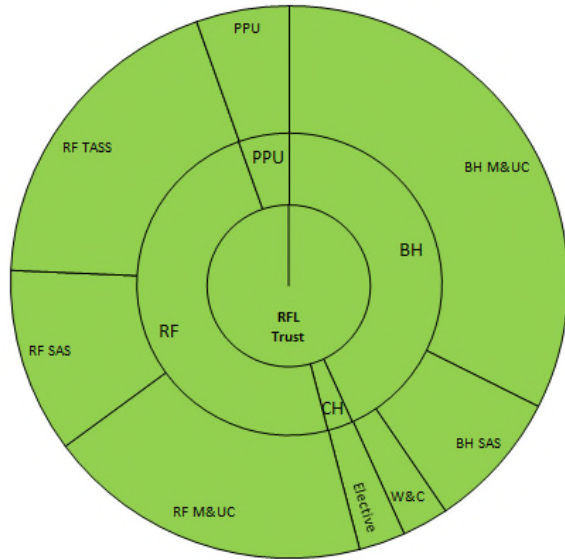
A green rating is where the rostered care hours are greater than or up to 5% less than the required care hours according to the acuity and dependency score recorded, amber is where it is between 5 – 10% less than required and red is where the hours are 10% less than required

For February at trust, site and divisional level the rating was green for night shifts and for day shifts the trust was green and Barnet was amber with individual wards at Barnet and the Royal Free showing red. This pattern was also seen in the data for March with the addition of the surgical division at the Royal Free showing amber.

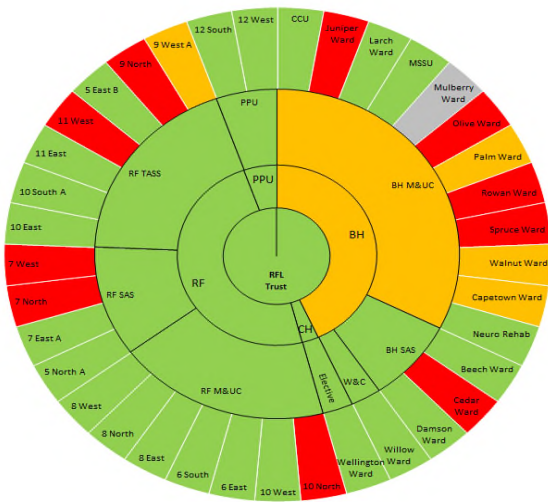
Day Shifts February 2018



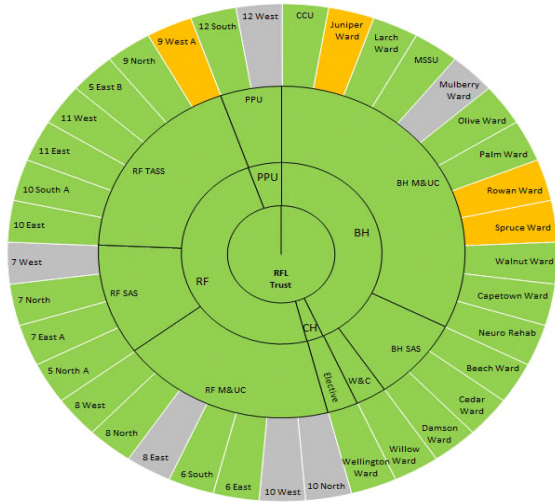
Night Shifts February 2018



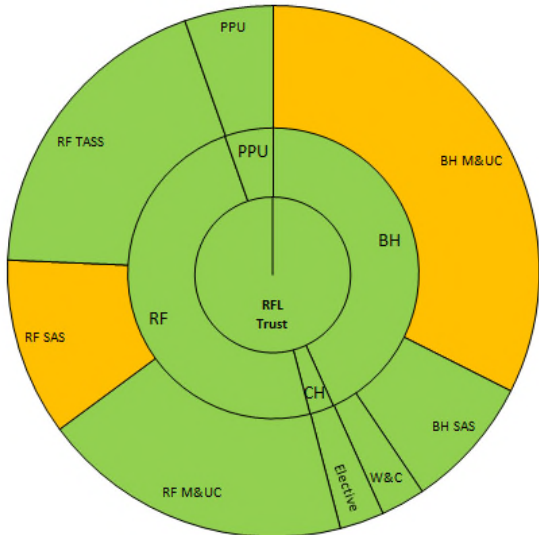
Day Shifts February 2018



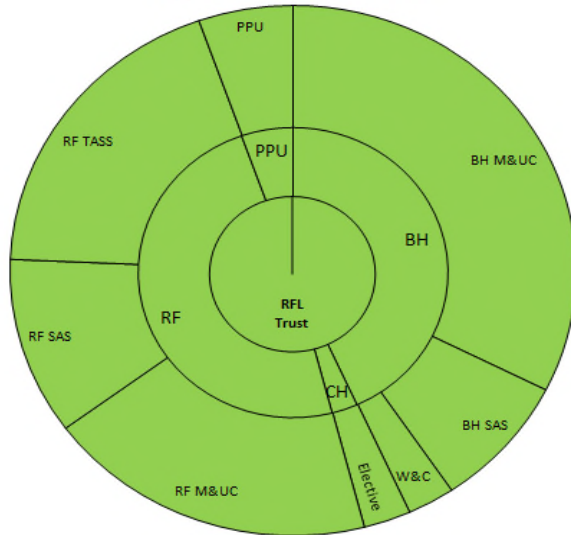
Night Shifts February 2018



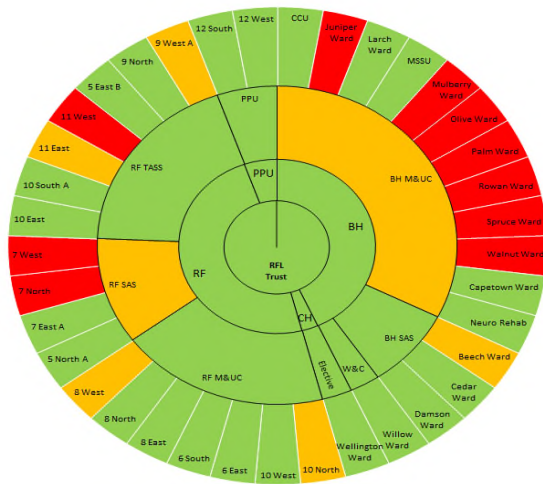
Day Shifts March 2018



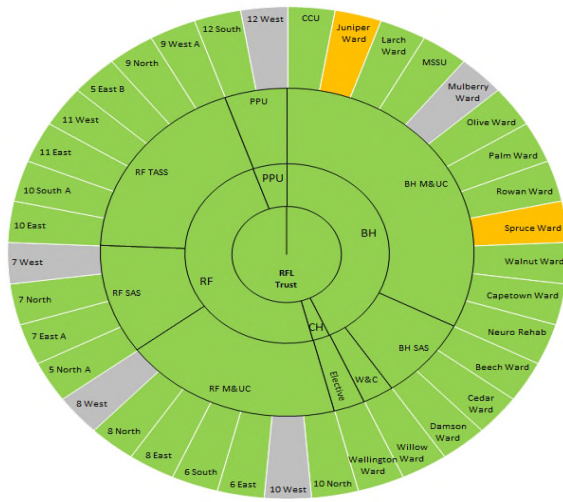
Night Shifts March 2018



Day Shifts March 2018



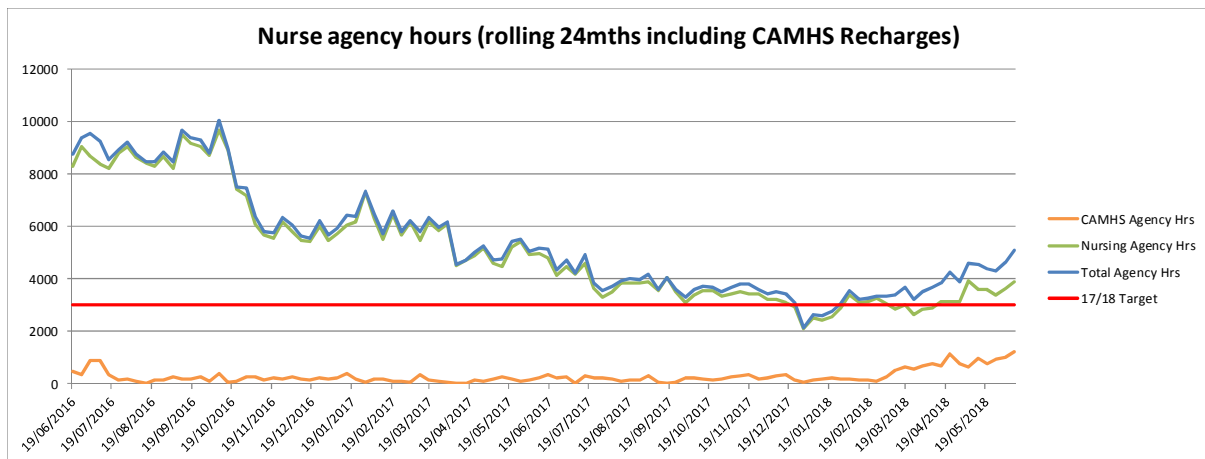
Night Shifts March 2018



Since the introduction of SafeCare Live it was always planned for its use to be integrated into the hospitals' operational procedures. In May 2018 Barnet hospital began to pilot a daily Safecare meeting held each morning, led by a divisional director of nursing, attended by the matrons. Each clinical inpatient area is evaluated and risk assessed for their staffing levels using the SafeCare live acuity and dependency data in conjunction with agreed professional judgement RAG rating guidance. The meetings allows for staffing issues to be escalated, actions agreed and identified staff to be redeployed to mitigate risks identified. This is electronically documented through SafeCare Live. Further work is on-gong to embed the SafeCare meeting and enable the full functionality of SafeCare Live before implementation at other hospital sites.

Registered nurse agency staff

The reduction in nurse agency hours is remaining close to the monthly target but has increased since April.



There has been an increase in the amount of agency RMN's employed to support the clinical needs of patients (the numbers below do not include CAHMS RMN's). The agreed protocols and approvals remain in place.

	18-Mar	25-Mar	01-Apr	08-Apr	15-Apr	22-Apr	29-Apr	06-May	13-May	20-May	27-May	03-Jun	10-Jun
Nurse Agency Hrs	2565	2475	2731	2744	2737	2882	2823	3129	3001	3158	2985	2874	2897
RMN Agency Hrs	450	169	97	145	397	248	315	794	568	441	395	761	994
Nurse Bank Hrs	16690	16935	16233	14764	15162	14287	14791	15019	14957	15161	15363	15442	15136
RMN Bank Hrs	82	24	0	18	13	2	53	33	43	86	97	43	75
Total Agency Hrs	3015	2645	2828	2890	3134	3130	3138	3923	3570	3599	3380	3635	3891
Total Temp Staff Hrs	19787	19604	19061	17671	18309	17419	17982	18975	18569	18846	18840	19120	19102
17/18 Agency Target	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000	3000

Recruitment

There are currently 306 nursing and midwifery staff in the recruitment pipeline, 52 with confirmed start dates and 254 who have been offered posts.