

Report to	Date of meeting	Attachment number
Trust Board	28 May 2015	Paper 6.2

Nursing and midwifery staffing – monthly report for March 2015

Executive summary

In January 2014 the Royal Free London NHS Foundation Trust board considered the Government response to the Mid-Staffordshire NHS Foundation Trust Public Inquiry, *Hard Truths – The Journey to Putting Patients First* and the guidance published by the National Quality Board and the Chief Nursing Officer, *How to ensure the right people with the right skills are in the right place at the right time*

Hard Truths set out the Government’s requirement that from April 2014 and by June 2014 at the latest, NHS trusts will publish ward level information on whether they are meeting their staffing requirements.

The overall trust summary of planned versus actual hours for March was 11% more actual hours used than planned. Site specific data is as follows:

- Royal Free Hospital 6% less actual hours than planned
- Barnet Hospital 16% more actual hours than planned
- Chase Farm Hospital 22% more actual hours than planned

Out of a minimum of 2914 shifts there were 2 shifts (0.06%) where the nurse: patient ratio fell below 1:8. One occasion was on 9 north where there was a ratio of 1:11 and one occasion on 8 west where the ratio was 1:9. There were no reported patient safety incidents or complaints on these occasions.

At the request of the board this report contains information on the usage of agency nurses and on vacancies of substantive ward sister/charge nurse posts

Action required/recommendation

The board is requested to:

- consider if the report provides sufficient assurance that the nurse staffing levels are meeting the needs of patients and providing safe care.

Trust strategic priorities and business planning objectives supported by this paper	Board assurance risk number(s)
1. Excellent outcomes – to be in the top 10% of our peers on outcomes	
2. Excellent user experience – to be in the top 10% of relevant peers on patient, GP and staff experience	
3. Excellent financial performance – to be in the top 10% of	

relevant peers on financial performance	
4. Excellent compliance with our external duties – to meet our external obligations effectively and efficiently	

CQC Regulations supported by this paper

Regulation 9	Person-centred care	
Regulation 10	Dignity and respect	
Regulation 12	Safe care and treatment	
Regulation 13	Safeguarding service users from abuse and improper treatment	
Regulation 14	Meeting nutritional and hydration needs	
Regulation 18	Staffing	

Risks attached to this project/initiative and how these will be managed (assurance)

Equality analysis

- No identified negative impact on equality and diversity

Report from Deborah Sanders, director of nursing

Author(s) Deborah Sanders, director of nursing

Date 21 May 2015

Introduction

In January 2014 the Royal Free London NHS Foundation Trust board considered the Government response to the Mid-Staffordshire NHS Foundation Trust Public Inquiry, *Hard Truths – The Journey to Putting Patients First* and the guidance published by the National Quality Board and the Chief Nursing Officer, *How to ensure the right people with the right skills are in the right place at the right time*. Hard Truths sets out the Government's requirement that from April 2014 and by June 2014 at the latest, NHS trusts will publish ward level information on whether they are meeting their staffing requirements and Board's should receive a monthly report concerning the same. Every six months Trust boards will be required to undertake a detailed review of staffing using evidence based tools. The Royal Free Board considered the outcome of the last staffing review at its meeting in November 2014 and the next bi-annual report will be given at this Board meeting. This report provides information on planned versus actual nurse staffing for March 2015.

Planned versus actual staffing

The overall trust summary of planned versus actual hours for March was 11% more actual hours used than planned.

Site specific data is as follows:

- Royal Free Hospital 6% less actual hours than planned
- Barnet Hospital 16% more actual hours than planned
- Chase Farm Hospital 22% more actual hours than planned

The total number of actual hours at each site was:

- Royal Free Hospital 131,327 hours
- Barnet Hospital 108,919 hours
- Chase Farm Hospital 24,987 hours

The breakdown between registered and health care assistants for March by site was:

Royal Free Hospital

- Registered nurses 4% less actual hours than planned
- Health care assistants 8% less actual hours than planned

Barnet Hospital

- Registered nurses 5% more actual hours than planned
- Health care assistants 28% more actual hours than planned

Chase Farm Hospital

- Registered nurses 8% less actual hours than planned
- Health care assistants 50% more actual hours than planned

Safe Staffing

Out of a minimum of 2914 shifts there were 2 shifts (0.06%) where the nurse: patient ratio fell below 1:8. One occasion was on 9 north where there was a ratio of 1:11 and one occasion on 8 west where the ratio was 1:9. There were no reported patient safety incidents or complaints on these occasions.

Appendix 1 shows the agreed nurse: patient ratio for each ward

Substantive ward sister/charge nurse vacancies

The following wards do not currently have a substantive ward sister or charge nurse in post: Mulberry (oncology, Barnet Hospital). The band 6 junior sisters are rotating into this post supported by the ward matron. The post is currently being advertised but recruitment has been unsuccessful in the past.

Clinical Decisions Unit (acute admissions, Barnet Hospital). This post has been recruited to with the candidate due to commence employment in a month's time.

Planned versus actual staffing

Appendix 1 shows the planned versus actual for March. The tables now contain the % of registered nurse hours that were filled by agency staff.

Transplantation and Specialist Services March 2015								
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts	% of RN hours filled by agency staff	Falls	Pressure ulcers	Attributable Cdiff	FFT Score
9 West	26	1:4	90%	17%	1	1	0	83%
10 North	33	1:4.7	84%	23%	3	1	0	86%
11 West	22	1:4.8	95%	17%	1	0	0	86%
11 South	19	1:3.8	112%	2%	5	1	0	100%
11 East	24	1:4.8	105%	6%	0	0	0	97%
10 East	4445	1:3.4	93%	7%	1	0	0	91%
10 South	25	1:6.25	103%	11%	2	1	0	88%
5 East B	10	1:5	94%	1%	2	3	0	86%
Mulberry	13	1:3	104%	2%	6	1	0	92%

Surgery and Associated Services March 2015								
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN + HCA)	% of RN hours filled by agency staff	Falls	Pressure ulcers	Attributable Cdiff	FFT Score
7 East A	20	1:5	93%	9%	1	1	0	92%
7 East B	13	1:4.3	89%	5%	3	0	0	98%
7 West	32	1:4.7	81%	8%	7	0	0	96%
7 North	32	1:4.7	109%	12%	2	1	0	85%
Beech	24	1:8	116%	4%	3	5	0	73%
Canterb'y	25	1:6.25	95%	9%	1	0	0	94%
Cedar	24	1:6	131%	15%	1	2	0	82%
Damson	24	1:8	134%	17%	0	2	0	77%
Wel'gton	39	1:6.5	82%	1%	0	0	0	92%

Urgent Care March 2015								
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN + HCA)	% of RN hours filled by agency staff	Falls	Pressure ulcers	Attributable Cdiff	FFT Score
9 North	32	1:5.3	93%	16%	3	0	0	75%
8 West	36	1:5.1	92%	13%	4	0	0	96%
8 North	32	1:4	92%	20%	3	0	0	82%
10 West	27	1:5	124%	3%	2	0	0	98%
8 East	26	1:4.3	99%	33%	0	1	0	74%
6 South	28	1:4	94%	15%	3	0	0	80%
ITU (RF)	vary	1:1/1:2	101%	22%	1	7	0	n/a
Adelaide	25	1:6.25	102%	8%	3	1	0	62%
Capetown	36	1:5.1	102%	9%	4	1	0	100%
CCU	8	1:2	98%	3%	0	0	0	100%
CDU	24	1:4.8	146%	20%	0	0	0	81%
ITU (BH)	vary	1:1/1:2	108%	28%	0	2	0	n/a
Juniper	24	1:4.8	152%	3%	7	3	0	63%
Larch	22	1:5.5	105%	7%	0	1	0	87%
Napier	38	1:6.3	235%	5%	3	0	0	75%
Olive	22	1:5.5	130%	12%	1	0	0	80%
Palm	22	1:5.5	105%	15%	0	0	0	87%
Quince	24	1:4.8	140%	18%	1	1	0	83%
Rowan	24	1:4.8	107%	2%	0	0	0	100%
Spruce	24	1:6	145%	8%	5	1	0	79%
Walnut	24	1:6	111%	17%	4	2	0	91%

Womens and Childrens March 2015								
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN + HCA)	% of RN hours filled by agency staff	Falls	Pressure ulcers	Attributable Cdiff	FFT Score
6 North	20	1:4	84%	6%	1	0	0	n/a
5 South	31	1:8	115%	12%	0	0	0	97%
Neonate	RFH	vary	102%	0%	0	0	0	n/a
Galaxy	30	1:4	91%	28%	0	0	0	n/a
Neonate	BH	vary	89%	0%	0	0	0	n/a
Delivery	BH	n/a	105%	5%	0	0	0	60%
Willow	16	1:5.3	138%	15%	3	0	0	82%
Victoria	48	1:8	92%	6%	0	0	0	60%