

## 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 May 2015 and the next bi-annual report will be discussed at the November board meeting. This report provides information on planned versus actual nurse staffing for May 2015.

National reporting requires that the trust submits data on NHS wards and therefore the private practice wards on the Royal Free hospital site have not been externally reported, they are now contained in the safe staffing report to the Board.

## Planned versus actual staffing

The overall trust summary of planned versus actual hours for May was 15% more actual hours used than planned.

Site specific data is as follows:

The total number of actual hours at each site was:

- Royal Free hospital 137,659 hours
- Barnet hospital 113,461 hours
- Chase Farm hospital 25,936 hours

The planned versus actual (registered nurse and health care assistant) at each site was:

- Royal Free hospital 0.5% more actual hours than planned
- Barnet hospital 26% more actual hours than planned
- Chase Farm hospital 18% more actual hours than planned

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

Royal Free hospital

- Registered nurses 2% less actual hours than planned
- Health care assistants 3% more actual hours than planned

Barnet hospital

- Registered nurses 5% more actual hours than planned
- Health care assistants 48% more actual hours than planned

Chase Farm hospital

- Registered nurses 14% less actual hours than planned
- Health care assistants 50% more actual hours than planned

## **Registered nurse agency staff**

The % of total registered nurse hours worked by agency staff across all sites for May was 13.75%. In April it was 19.2%. There is significant variation between the wards ranging from 0% to 46%.

## **Safe Staffing**

Out of a minimum of 3100 shifts there was 1 reported shift (0.03%) where the nurse: patient ratio fell below 1:8. This was on an early shift on Juniper where there were 2 registered nurses for 24 patients.

## **Substantive ward sister/charge nurse vacancies**

The following ward does 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.

## **Planned versus actual staffing**

The tables below shows the planned versus actual hours for May 2015.

### *ITU, Royal Free hospital*

The overall planned versus actual staffing for ITU on the Royal Free site shows an 82% fill rate. If this is looked at by registered nurse and health care assistants it can be seen that for registered nurses there was a 100% planned versus actual but for health care assistants it was 64.3%. In context, if the ITU is full they plan for 37 registered nurses and 3 health care assistants.

### *11 West*

In May, 46% of the registered nurse hours were worked by agency staff. There was one patient who required a 24 hour registered mental nurse special and a patient who required a 24 hour special as they were in a side room with a tracheostomy. There were 7 vacancies on the ward which have now been fully recruited to with the staff arriving in August and September.

### *10 West*

10 west had 50% more staff than planned. This was primarily by the increase in health care assistants' required, on both day shifts and night shifts they are planned to have 2 health care assistants but required 4 as they have consistently had 2 – 3 patients who require specialising.

### *Spruce, Olive and Larch*

Similarly the actual versus planned variance on these wards was driven by the requirement for specials, both HCA's and on Larch there was a patient who required specialising by 2 registered mental nurses.

As part of the Lord Carter workforce efficiency improvement collaborative one of the improvement goals will be reducing the use of specials across the trust.

Transplantation and Specialist Services May 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 West	26	1:4	96%	21%	0	0	0	91%
10 North	33	1:4.7	89%	32%	9	0	0	92%
11 West	22	1:4.8	105%	46%	6	0	1	91%
11 South	19	1:3.8	114%	14%	2	1	2	93%
11 East	24	1:4.8	112%	7%	1	0	1	98%
10 East	4445	1:3.4	94%	14%	3	0	0	97%
10 South	25	1:6.25	101%	14%	1	0	1	81%
5 East B	10	1:5	99%	4%	1	0	0	92%
Mulberry	13	1:3	126%	8%	5	0	0	88%

Urgent Care May 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	99%	24%	3	0	1	68%
8 West	36	1:5.1	98%	25%	2	0	1	91%
8 North	32	1:4	102%	28%	1	3	0	91%
10 West	27	1:5	150%	2%	2	2	0	97%
8 East	26	1:4.3	97%	41%	3	1	1	79%
6 South	28	1:4	99%	22%	4	0	0	85%
ITU (RF)	vary	1:1/1:2	82%	21%	0	5	0	n/a
Adelaide	25	1:6.25	141%	6%	5	2	0	56%
Capetown	36	1:5.1	113%	6%	7	0	0	83%
CCU	8	1:2	103%	4%	0	1	0	94%
CDU	24	1:4.8	165%	32%	0	0	0	73%
ITU (BH)	vary	1:1/1:2	108%	24%	0	2	0	n/a
Juniper	24	1:4.8	132%	17%	5	0	0	68%
Larch	22	1:5.5	137%	23%	2	1	0	50%
Napier	38	1:6.3	136%	8%	5	0	0	75%
Olive	22	1:5.5	168%	11%	3	0	0	77%
Palm	22	1:5.5	120%	9%	4	0	0	90%
Quince	24	1:4.8	141%	24%	7	1	0	81%
Rowan	24	1:4.8	123%	4%	5	0	0	93%
Spruce	24	1:6	171%	19%	4	0	0	100%
Walnut	24	1:6	113%	12%	4	3	0	90%

Surgery and Associated Services May 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	101%	13%	4	1	0	84%
7 East B	13	1:4.3	96%	10%	0	0	0	100%
7 West	32	1:4.7	100%	18%	2	0	0	93%
7 North	32	1:4.7	114%	18%	2	0	1	85%
Beech	24	1:8	160%	1%	6	1	0	83%
Canterb'y	25	1:6.25	102%	8%	0	2	0	98%
Cedar	24	1:6	123%	6%	0	5	0	94%
Damson	24	1:8	131%	14%	2	1	0	79%
Wel'gton	39	1:6.5	87%	0%	0	0	0	93%

Womens and Childrens May 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	89%	21%	0	0	0	n/a
5 South	31	1:8	100%	3%	0	0	0	96%
Neonate	RFH	vary	90%	0%	0	0	0	n/a
Galaxy	30	1:4	86%	19%	0	0	0	n/a
Neonate	BH	vary	92%	0%	0	0	0	n/a
Delivery	BH	n/a	110%	7%	0	0	0	100%
Willow	16	1:5.3	139%	12%	0	0	0	89%
Victoria	48	1:8	93%	19%	0	0	0	100%

Private Practice May 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
12 Wesr	15	vary	97%	18%	0	0	0	N/A
12 South	16	1:4	99%	8%	4	0	0	N/A
12 East B	12	vary	94%	12%	0	0	0	N/A