

## Introduction

This report provides information on planned versus actual nurse and midwifery staffing for August 2017 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 August was 0.5% less actual (259,788) hours than planned hours (260,851).

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

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

Barnet Hospital August 2017									
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	87%	100%	100%	100%	5	0	84%
CCU	8	1:2	95%	100%	n/a	n/a	0	0	92%
Cedar	24	1:4	85%	91%	91%	99%	6	0	88%
Damson	24	1:6	82%	99%	99%	101%	3	0	93%
ED	n/a	vary	99%	98%	104%	139%	2	0	81%
Galaxy	30	1:4	71%	79%	79%	25%	0	0	n/a
ITU	vary	1:1/1:2	100%	99%	99%	74%	0	0	n/a
Juniper	24	1:4.8	93%	103%	103%	145%	2	0	86%
Larch	22	1:5.5	99%	101%	101%	147%	1	0	100%
MSSU	48	1:4.8	96%	99%	99%	107%	5	0	86%
Mulberry	13	1:5	86%	91%	91%	100%	1	0	95%
Olive	22	1:5.5	85%	96%	96%	150%	1	0	100%
Palm	22	1:5.5	88%	100%	100%	153%	2	0	100%
Rowan	24	1:4.8	93%	100%	100%	154%	4	0	93%
Spruce	24	1:6	78%	97%	97%	102%	7	0	50%
Walnut	24	1:6	92%	98%	98%	112%	3	0	97%
Willow	16	1:5.3	90%	97%	97%	112%	0	0	78%
Victoria	48	1:8	97%	108%	108%	98%	0	0	91%
NRC	14	1:5	89%	88%	88%	129%	2	0	n/a

Chase Farm Hospital August 2017									
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
Canterb'y	25	1:6.2	80%	75%	75%	93%	0	0	94%
Capetown	36	1:5.1	98%	111%	111%	94%	8	1	56%
UCC (CF)	n/a	vary	97%	122%	48%	100%	0	0	n/a
Wel'gton	39	1:6.5	78%	101%	101%	94%	0	0	99%

Royal Free Hospital August 2017									
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 Cdiffe	FFT Score
12 West	15	vary	90%	125%	274%	261%	0	0	n/a
12 South	16	1:4	93%	97%	103%	132%	2	0	n/a
12 East B	12	vary	93%	103%	119%	117%	0	0	n/a
11 West	22	1:4.8	95%	100%	111%	147%	1	0	97%
11 South	19	1:3.8	98%	100%	100%	68%	3	0	97%
11 East	24	1:4.8	88%	98%	94%	125%	1	0	94%
10 West	27	1:5	95%	99%	108%	103%	2	0	95%
10 South	25	1:6	99%	100%	96%	110%	5	0	85%
10 East	24	1:3.4	92%	97%	132%	200%	3	0	85%
10 North	32	1:5.3	97%	104%	99%	101%	3	0	80%
9 West	33	1:4	98%	102%	91%	97%	2	0	92%
9 North	33	1:4.7	97%	99%	98%	123%	2	2	96%
8 West	36	1:5.1	91%	98%	101%	101%	9	1	87%
8 East	26	1:4.3	93%	98%	135%	123%	7	1	87%
8 North	32	1:4	102%	104%	98%	109%	6	0	87%
7West	32	1:4	86%	96%	114%	116%	10	0	91%
7 East A	20	1:5	80%	99%	140%	140%	5	0	79%
7 East B	13	1:4.3	80%	99%	140%	140%	2	0	88%
7 North	24	1:4.7	78%	95%	104%	112%	1	0	85%
6 West	vary	vary	73%	99%	35%	n/a	0	0	n/a
6 South	28	1:4	102%	100%	89%	114%	7	0	80%
6 North	20	1:4	59%	75%	n/a	n/a	0	0	n/a
5 South	31	1:8	92%	100%	88%	98%	0	0	91%
5 East B	24	1:5	90%	92%	115%	113%	4	0	85%
5 North A	18	1:4.5	85%	99%	118%	106%	2	0	98%
ITU	vary	1:1/1:2	111%	110%	100%	90%	0	0	n/a
ED	n/a	vary	105%	105%	95%	115%	0	0	88%

### Safe staffing.

There were seven reported shifts in August where the staffing level fell below 1:8 during the day or 1:11 at night (0.2% of all shifts). Spruce (stroke ward at Barnet) had 2 night shifts where the ratio was 1:12 (supported by health care assistants). There were no reported patient safety incidents. Larch (care of the elderly at Barnet) had a day shift where for part of the shift there was a ratio of 1:12. Juniper (care of the elderly at Barnet) had a night shift with a ratio of 1:12 and a day shift where for part of the shift there was a ratio of 1:12. There were no reported patient safety incidents. Capetown (rehabilitation at Chase Farm) had a day shift where there was a ratio of 1:11 supported by 7 health care assistants and a night shift where there was a ratio of 1:12 supported by 5 health care assistants. On the night shift there was a fall reported that did not result in harm.

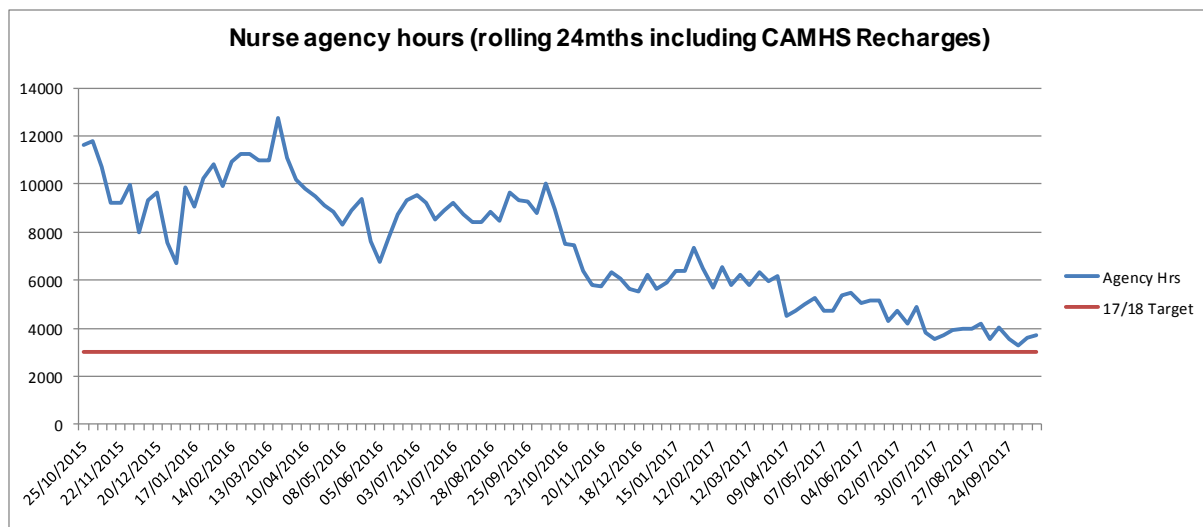
7 west (vascular ward at the Royal Free) had 10 falls in August, none of which resulted in harm for the patient. The ward sister leads a weekly falls meeting where she discusses all falls with the MDT consisting of an OT, physio, pharmacist (at some meetings) and the perioperative geriatrician. In September there were 2 falls on the ward.

The FFT score of 50% on Spruce was the result of feedback from 4 patients. 2 patients would recommend; they said the staff were kind and caring and the nursing care was very good. One patient, who was neither likely nor unlikely to recommend, was concerned about the attitude of some nurses. Finally, one patient was unlikely to recommend because they had a bad experience but did not comment on specific detail. Capetown's score of 56% was based on feedback from 9 patients. 5 were likely/extremely likely to recommend and

commented on the attention to detail, the caring staff, the staff were perfect and excellent. One patient was neither likely nor unlikely to recommend and felt the call bell was not answered in time. 2 were unlikely to recommend, one because they were unhappy with the therapy they received and one because they felt there was a lack of information. One patient was extremely unlikely and was concerned about the attitude of the nursing staff.

### Registered nurse agency staff

The reduction in nurse agency hours continues and is under the monthly target but yet to reach the 2017/18 target. However for 2 weeks in October, if the CAMHS recharges are taken out of the total, the usage fell below 3000 hours (2797 and 2869 hours).



### Recruitment

There are currently 316 nursing and midwifery recruits in the pipeline, 82 have agreed start dates and 234 are being processed.

The table below shows the net position of starters v leavers year to date (the registered nurse leave numbers includes approximately 30 staff transferred under TUPE arrangements over the summer)

Staff Group	Starters WTE	Leavers WTE	Net Starters WTE
Nursing and Midwifery Registered	866	803	63
Healthcare Assistants	349	225	124