

Introduction

This report provides information on planned versus actual nurse and midwifery staffing for September 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 September was 1% less actual (250,017) hours than planned hours (252,677). Site specific data is as follows:

- Barnet hospital 1% less actual hours than planned
- Chase Farm hospital 1% more actual hours than planned
- Royal Free hospital 1% less 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 September:

Royal Free Hospital September 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
12 West	15	vary	86%	134%	240%	196%	0	0	n/a
12 South	16	1:4	83%	91%	97%	133%	0	0	100%
12 East B	12	vary	93%	100%	107%	101%	0	0	n/a
11 West	22	1:4.8	89%	99%	100%	156%	5	0	97%
11 South	19	1:3.8	98%	100%	95%	58%	2	0	87%
11 East	24	1:4.8	94%	100%	93%	133%	4	0	98%
10 West	27	1:5	95%	99%	101%	101%	0	1	100%
10 South	25	1:6	98%	98%	96%	100%	3	0	96%
10 East	24	1:3.4	87%	97%	108%	123%	3	1	78%
10 North	32	1:5.3	97%	99%	97%	99%	4	0	86%
9 West	33	1:4	82%	97%	79%	85%	0	0	91%
9 North	33	1:4.7	88%	99%	99%	143%	1	0	88%
8 West	36	1:5.1	90%	99%	102%	99%	6	0	71%
8 East	26	1:4.3	90%	97%	123%	113%	4	0	93%
8 North	32	1:4	99%	99%	96%	111%	6	0	89%
7 West	32	1:4	90%	100%	105%	97%	2	0	96%
7 East A	20	1:5	82%	109%	150%	124%	1	0	80%
7 East B	13	1:4.3	82%	109%	150%	124%	3	0	87%
7 North	24	1:4.7	86%	95%	110%	123%	4	0	88%
6 West	vary	vary	75%	95%	33%	n/a	0	0	n/a
6 South	28	1:4	100%	102%	105%	145%	5	0	90%
6 North	20	1:4	71%	80%	n/a	n/a	0	0	n/a
5 South	31	1:8	88%	98%	89%	98%	0	0	94%
5 East B	24	1:5	96%	99%	103%	117%	0	0	92%
5 North A	18	1:4.5	99%	105%	113%	117%	1	0	97%
ITU	vary	1:1/1:2	103%	102%	93%	93%	1	2	n/a
ED	n/a	vary	107%	107%	106%	102%	0	0	86%

Chase Farm Hospital September 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
Canterbury	25	1:6.2	79%	91%	78%	90%	0	0	100%
Capetown	36	1:5.1	101%	103%	126%	121%	8	0	71%
UCC (CF)	n/a	vary	96%	110%	64%	100%	0	0	n/a
Wel'gton	39	1:6.5	75%	109%	105%	106%	0	0	99%

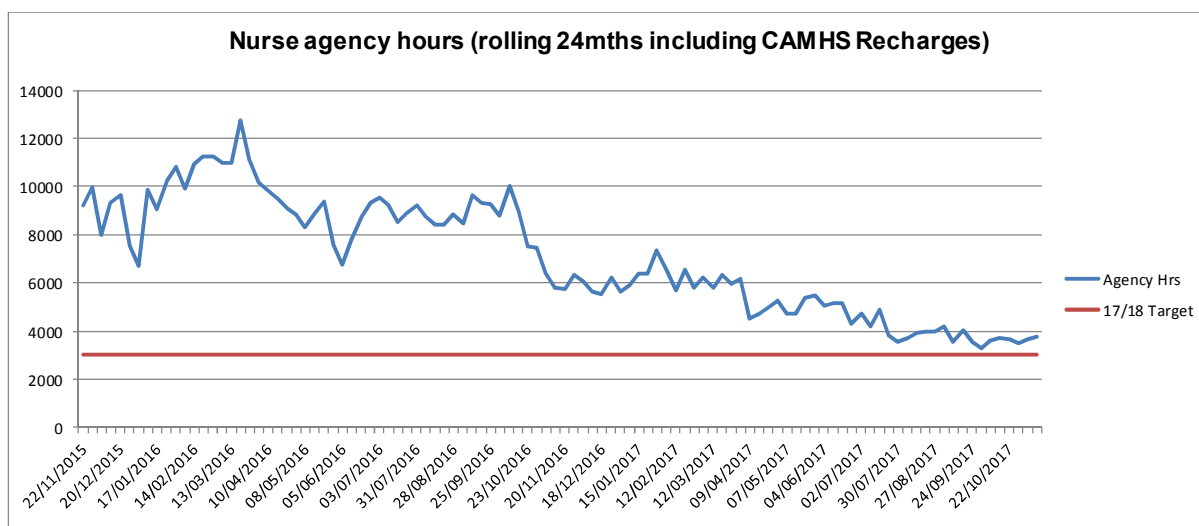
Barnet Hospital September 2017									
Ward	Beds	Registered nurse to patient ratio Day Shift	Percent of actual vs total planned shifts (RN days)	Percent of actual vs total planned shifts (RN nights)	Percent of actual vs total planned shifts (HCA days)	Percent of actual vs total planned shifts (HCA nights)	Falls	Attributable Cdiff	FFT Score
Beech	24	1:6	84%	99%	95%	100%	6	0	91%
CCU	8	1:2	88%	98%	n/a	n/a	0	0	88%
Cedar	24	1:4	87%	95%	115%	121%	1	0	84%
Damson	24	1:6	80%	98%	96%	99%	1	0	88%
ED	n/a	vary	97%	98%	109%	145%	5	0	81%
Galaxy	30	1:4	91%	86%	44%	233%	0	0	n/a
ITU	vary	1:1/1:2	97%	94%	78%	72%	0	0	n/a
Juniper	24	1:4.8	94%	100%	100%	155%	7	0	86%
Larch	22	1:5.5	87%	96%	99%	151%	4	0	92%
MSSU	48	1:4.8	90%	98%	126%	105%	4	0	81%
Mulberry	13	1:5	87%	93%	134%	133%	3	1	91%
Olive	22	1:5.5	89%	99%	108%	146%	1	0	94%
Palm	22	1:5.5	85%	97%	106%	157%	1	0	82%
Rowan	24	1:4.8	96%	102%	102%	107%	4	0	94%
Spruce	24	1:6	79%	94%	128%	101%	2	0	60%
Walnut	24	1:6	98%	103%	101%	113%	5	2	68%
Willow	16	1:5.3	98%	98%	126%	218%	3	1	89%
Victoria	48	1:8	95%	112%	91%	94%	0	0	99%
NRC	14	1:5	90%	93%	116%	133%	2	0	n/a

Safe staffing.

There were five reported shifts in September where the staffing level fell below 1:8 during the day or 1:11 at night (0.16% of all shifts). Spruce (stroke ward at Barnet) had 4 night shifts where the ratio was 1:12 (supported by 3 or 4 health care assistants). There were no reported patient safety incidents. The director of nursing at Barnet hospital has commissioned a review of Spruce ward to develop an action plan to support the ward team. The surgical ward at Chase Farm had a day shift on a Saturday which had 2 registered nurses and one health care assistant for 19 patients. There was no operating that day and a number of patients were discharged through the morning so the ratio returned to planned. There were no patient safety incidents.

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.



Recruitment

There are currently 251 nursing and midwifery recruits in the pipeline, 66 have agreed start dates and 185 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	916	858	59
Healthcare Assistants	374	238	136