

Introduction

This report provides information on planned versus actual nurse and midwifery staffing for June and July 2017 and an update on progress with the reduction in use of agency staff in the nursing and midwifery workforce. The report also includes an update on the trust participation in the NHS Improvement retention programme.

Planned versus actual staffing

The overall trust summary of planned versus actual hours for June was 0.7% more actual (259,529) hours than planned hours (257,606). Site specific data is as follows:

- Barnet hospital 0.5% less actual hours than planned
- Chase Farm hospital 16% less actual hours than planned
- Royal Free hospital 3% more actual hours than planned

The overall trust summary of planned versus actual hours for July was 0.3% more actual (262,701) hours than planned hours (261,889). Site specific data is as follows:

- Barnet hospital 1% less actual hours than planned
- Chase Farm hospital 13% 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 June and July:

Barnet Hospital June 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	97%	100%	95%	100%	6	1	79%
CCU	8	1:2	99%	99%	n/a	n/a	0	0	100%
Cedar	24	1:4	92%	98%	96%	100%	6	0	89%
Damson	24	1:6	85%	101%	110%	100%	2	0	81%
ED	n/a	vary	104%	103%	98%	130%	1	0	80%
Galaxy	30	1:4	76%	86%	29%	27%	0	0	n/a
ITU	vary	1.1/1.2	103%	105%	93%	70%	1	0	n/a
Juniper	24	1:4.8	124%	132%	95%	150%	5	1	100%
Larch	22	1:5.5	100%	104%	95%	143%	4	0	100%
MSSU	48	1:4.8	95%	96%	112%	100%	9	0	84%
Mulberry	13	1:5	95%	100%	98%	107%	0	0	100%
Olive	22	1:5.5	95%	99%	98%	152%	1	0	94%
Palm	22	1:5.5	97%	99%	97%	150%	3	0	100%
Rowan	24	1:4.8	93%	102%	106%	127%	2	0	97%
Spruce	24	1:6	94%	99%	102%	98%	2	1	100%
Walnut	24	1:6	97%	98%	110%	127%	0	0	81%
Willow	16	1:5.3	98%	100%	120%	180%	0	0	89%
Victoria	48	1:8	98%	104%	98%	98%	0	0	95%
NRC	14	1:5	112%	98%	107%	100%	5	0	n/a

Chase Farm Hospital June 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	83%	65%	75%	90%	1	0	87%
Capetown	36	1:5.1	100%	100%	102%	78%	7	0	100%
UCC (CF)	n/a	vary	96%	171%	69%	100%	0	0	n/a
Wel'gton	39	1:6.5	75%	96%	76%	100%	0	0	99%

Royal Free Hospital June 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	101%	129%	205%	210%	1	0	100%
12 South	16	1:4	92%	94%	104%	107%	0	0	n/a
12 East B	12	vary	98%	108%	131%	110%	0	0	50%
11 West	22	1:4.8	101%	131%	122%	147%	2	0	85%
11 South	19	1:3.8	107%	106%	120%	163%	1	0	91%
11 East	24	1:4.8	98%	100%	97%	97%	4	0	100%
10 West	27	1:5	97%	100%	108%	106%	0	0	94%
10 South	25	1:6	95%	100%	99%	100%	2	0	90%
10 East	24	1:3.4	97%	101%	99%	113%	2	0	75%
10 North	32	1:5.3	95%	100%	98%	100%	3	0	81%
9 West	33	1:4	101%	97%	90%	120%	2	0	92%
9 North	33	1:4.7	86%	95%	205%	151%	3	2	98%
8 West	36	1:5.1	94%	99%	96%	99%	7	1	72%
8 East	26	1:4.3	104%	108%	154%	153%	4	2	95%
8 North	32	1:4	97%	98%	104%	109%	9	0	89%
7 West	32	1:4	95%	99%	97%	107%	6	0	85%
7 East A	20	1:5	95%	101%	116%	113%	2	0	70%
7 East B	13	1:4.3	95%	101%	116%	113%	1	0	97%
7 North	24	1:4.7	92%	95%	189%	113%	1	0	88%
6 West	vary	vary	76%	107%	40%	n/a	0	0	n/a
6 South	28	1:4	98%	112%	96%	100%	2	0	100%
6 North	20	1:4	83%	92%	n/a	n/a	0	0	n/a
5 South	31	1:8	94%	93%	95%	93%	0	0	91%
5 East B	24	1:5	90%	97%	111%	115%	4	0	84%
5 North A	18	1:4.5	119%	129%	102%	112%	1	0	89%
ITU	vary	1:1/1:2	109%	110%	88%	82%	0	1	n/a
ED	n/a	vary	109%	106%	75%	82%	0	0	86%

Barnet Hospital July 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
Beech	24	1:6	95%	100%	96%	100%	4	0	74%
CCU	8	1:2	90%	99%	n/a	n/a	0	0	94%
Cedar	24	1:4	87%	97%	101%	106%	5	0	86%
Damson	24	1:6	88%	99%	100%	103%	1	0	88%
ED	n/a	vary	102%	101%	110%	147%	2	0	80%
Galaxy	30	1:4	77%	87%	26%	16%	0	0	n/a
ITU	vary	1:1/1:2	100%	101%	77%	82%	0	0	n/a
Juniper	24	1:4.8	105%	111%	100%	148%	4	0	50%
Larch	22	1:5.5	90%	104%	99%	137%	4	0	92%
MSSU	48	1:4.8	93%	97%	120%	103%	6	2	87%
Mulberry	13	1:5	87%	98%	105%	103%	1	0	82%
Olive	22	1:5.5	93%	94%	99%	150%	5	1	88%
Palm	22	1:5.5	86%	99%	100%	146%	5	0	83%
Rowan	24	1:4.8	101%	109%	104%	116%	3	0	90%
Spruce	24	1:6	77%	98%	122%	103%	3	0	75%
Walnut	24	1:6	96%	99%	135%	162%	3	0	89%
Willow	16	1:5.3	97%	99%	105%	222%	3	0	88%
Victoria	48	1:8	95%	107%	94%	98%	0	0	91%
NRC	14	1:5	102%	92%	128%	133%	10	0	n/a

Chase Farm Hospital July 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
Canterb'y	25	1:6.2	73%	55%	71%	100%	0	0	95%
Capetown	36	1:5.1	99%	108%	99%	90%	4	0	73%
UCC (CF)	n/a	vary	95%	167%	39%	100%	0	0	n/a
Wel'gton	39	1:6.5	80%	92%	81%	96%	0	0	94%

Royal Free Hospital July 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	97%	132%	254%	286%	0	0	n/a
12 South	16	1:4	93%	98%	111%	139%	0	0	n/a
12 East B	12	vary	98%	102%	116%	103%	0	0	n/a
11 West	22	1:4.8	96%	126%	110%	125%	1	0	92%
11 South	19	1:3.8	97%	101%	97%	109%	2	0	100%
11 East	24	1:4.8	93%	100%	98%	113%	2	1	98%
10 West	27	1:5	96%	99%	103%	106%	2	0	93%
10 South	25	1:6	97%	99%	106%	110%	4	0	89%
10 East	24	1:3.4	96%	102%	127%	177%	1	0	75%
10 North	32	1:5.3	95%	100%	103%	102%	2	0	93%
9 West	33	1:4	85%	86%	97%	97%	1	0	94%
9 North	33	1:4.7	84%	100%	194%	129%	1	1	89%
8 West	36	1:5.1	92%	99%	98%	100%	8	0	83%
8 East	26	1:4.3	99%	99%	144%	142%	5	0	90%
8 North	32	1:4	99%	101%	102%	112%	5	1	92%
7 West	32	1:4	95%	100%	105%	110%	6	2	88%
7 East A	20	1:5	94%	99%	127%	119%	3	0	94%
7 East B	13	1:4.3	94%	99%	127%	119%	0	0	97%
7 North	24	1:4.7	85%	99%	114%	100%	2	0	81%
6 West	vary	vary	77%	100%	40%	n/a	0	0	n/a
6 South	28	1:4	96%	100%	103%	102%	1	1	100%
6 North	20	1:4	75%	82%	n/a	n/a	0	0	n/a
5 South	31	1:8	93%	100%	95%	104%	0	0	99%
5 East B	24	1:5	91%	100%	88%	103%	3	0	84%
5 North A	18	1:4.5	90%	98%	112%	100%	1	0	85%
ITU	vary	1:1/1:2	111%	110%	97%	86%	1	0	n/a
ED	n/a	vary	104%	106%	89%	105%	0	0	83%

Safe staffing.

There were four reported shifts in June where the staffing level fell below 1:8 during the day or 1:11 at night (0.1% of all shifts). Two were on Capetown, rehabilitation ward at Chase Farm, where there was a ratio of 1:9, on one shift there were 6 HCA's on duty and on the other there were 7. There were no patient safety instances reported. There was one nightshift on Spruce, stroke unit at Barnet hospital where there was a ratio of 1:12 supported by health care assistants. No patient safety incidents were reported. The last shift was a dayshift on Willow, gynaecology ward at Barnet where there was a ratio of 1:8.5. A pressure ulcer was reported on this shift but the root cause analysis did not attribute the nursing numbers as contributory to this.

During July there were four reported shifts where the staffing level fell below 1:8 during the day or 1:11 at night (0.1% of all shifts). On Spruce there was a night shift with a ratio of 1:12 supported by health care assistants, there were no reported patient safety incidents. Cedar, a surgical ward at Barnet, had a night shift where there was a 1:12 ratio, an extra health care assistant was moved to support the ward. There were no patient safety incidents reported. 5 North, plastic surgery ward at the Royal Free Hospital, had one shift where there was a ratio of 1:9, there were no patient safety incidents reported. Juniper, care of the elderly ward at Barnet, had one shift with a ratio of 1:12 supported by health care assistants. There were no patient safety incidents reported.

Recruitment

There are currently 353 nursing and midwifery recruits in the pipeline, 97 have agreed start dates and 286 are being processed.

Retention

NHS Improvement have developed a national programme for improving retention across the health service launched in June 2017 to run until 2017. Direct support has been offered to trusts whose leaver rates are higher than the regional trust peer group; this includes the Royal Free London. The programme is being led for the Trust by Rebecca Longmate, director of nursing, Royal Free Hospital and Ragini Patel, assistant director of workforce.

Our local data has suggested that an area to focus attention is the Intensive Care unit. Between June 2016 to May there were 542 leavers of which 87 (16%) came from ICU.

The trust were visited on 14 September by the retention team from NHSI who received a presentation on our plans and attended a planned focus group on ITU. The driver diagram and action plan are to be submitted in October 2017.