

CHILDRENS & YOUNG PEOPLE

Safer Nursing Care Tool (SNCT)

June 2024

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Children and Young People Safer Nursing Care Tool (SNCT)

Background

Following a National Institute of Clinical Excellence (NICE) endorsed Safer Nursing Care Tool (SNCT) (2021) review, undertaken biannually; this report is seeking additional funding to support the recommendations to improve nursing quality, safety and performance within Children's and Young People inpatient services and pathways with the Emergency Department (ED). Specifically in relation to delivering "the right staff, with the right skills, in the right place at the right time" The National Quality Board (NQB) (2018).

Ward Description

Woodlands ward is a 16 bedded general paediatric ward admitting acute and elective medical and surgical patients. A Children's Assessment Unit (CAU) is situated within the ward which can flex the ward to a 22 bedded unit. The ward admits children and young people (CYP) from birth to 17 years old from various referral routes, general practice, emergency department, health visitors, outpatients, midwives etc. The ward has 3 bays of 4 beds but one is the CAU and 10 side rooms, one of which acts as a high dependency unit (HDU).

The central ward base for nursing and medical staff is in the centre of the ward opposite the HDU. The ward has a good size playroom and outdoor play area both recently refurbished. The store room, kitchen, dirty utility and treatment room are all situated near the central ward base. With linen store, seminar room, staff room, doctors, safeguarding, ward and Matron Office all based around the ward. The ward is linked to the Special Care Baby Unit (SCBU) by a swipe access door next to the central base. Entrance and exit from the ward is swipe card only and all patients, families and some HDFT colleagues have to be swiped in and out of the ward.

The ward is led by a paediatric Ward Manager, there is an establishment which aims to provide collaborative band 6 ward sister cover 24/7 across the paediatric unit and SCBU. As part of their working week the ward manager has four management days per week, the role of the ward manager includes manager responsibilities for SCBU as well as Woodlands ward.

Children and families can attend at any time with varying health needs from simple reviews requested by GP's to very unwell patients requiring immediate resuscitation and stabilisation. Elective surgical lists and emergency surgical procedures can run side by side, however we do also staff two days per month of paediatric day surgery which requires two registered paediatric nurses, a clinical support worker and a play specialist, this is included within our substantive budget. Ward attenders are booked into the ward for procedures or preparation for procedures, such as cannulation prior to radiology tests which are time specific, sedation prior to hearing tests etc. Escorting children to various locations around the hospital for procedures and treatment does impact on nursing time. Urgent reviews by the medical team; previous inpatients at times are also required to attend the ward for review of their illness.

We have a Ward Clerk Monday to Friday 08.30- 16.30, who is complemented by the care support workers, who support with admin where possible during the night and at weekends.

'Oral challenges' and specialty bloods are undertaken on a Tuesday and Wednesday using CAU or a bed space, colleagues from Children's Outpatients care for these patients with limited support from the ward staff.

Patient allocation is decided at handover, it is reliant on the nurse in charge to allocate the patients based on acuity and the skill mix on shift with the nurse in charge taking an allocated workload. Whilst staffing on SCBU and Woodlands is separate, there are close working relationships with the two units cross covering and supporting each other as the work demand requires. Resilience has been developed between the two units, for example if SCBU has an emergency requiring their two nurses at a resuscitation on delivery suite the Woodlands nurse can assist with looking after the remaining babies on the unit.

The Woodlands paediatric nurses will also attend the emergency department resuscitation room to assist with any sick child if the ward acuity allows. Due to the limitation of just one paediatric ward in the hospital we need sufficient colleagues on duty to cover all eventualities, we are generally not able to use resources from other areas of the hospital.

Woodlands ward is a combined inpatient general paediatric ward and a children's assessment unit with quick turnaround, the bed occupancy is unpredictable each day and we flex the bed state by using CAU as our escalation.

In addition to the band 7 Ward Manager, an experienced band 6 nurse is required throughout the 24-hour period to provide necessary support to the nursing team. This will provide an experienced nurse to advise on clinical nursing issues relating to children across the organisation, 24-hours a day.

The shift establishment in June 2024 for 16 beds

Day		Night		
	RN	CSW	RN	CSW
M-F	4	1	3	1
S-S	3	1	3	1

The budget establishment is 19.2 RNs and 6.6 CSW this also includes staffing for the two days of DSU work per month, at the time of data collection contracted in post was 19 RNs and 3.1 CSW (the ward clerk hours come out of the clinical band 2 establishment). The budget and staffing template reduces slightly over the summer period as historically the demand on C&YP services is lower in the summer months.

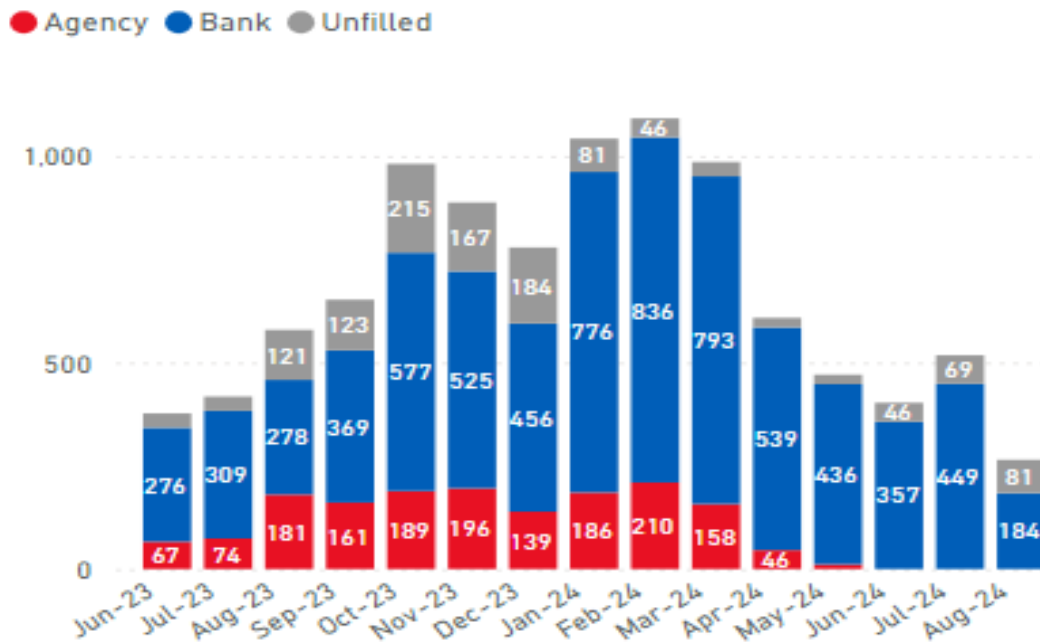
Shift Fill Rates

Shift fill rates are excellent for registered and unregistered nurses. During April 2024 the CHPPD was a pleasing 12.8, with 9.5 being attributed to registered nurse time.

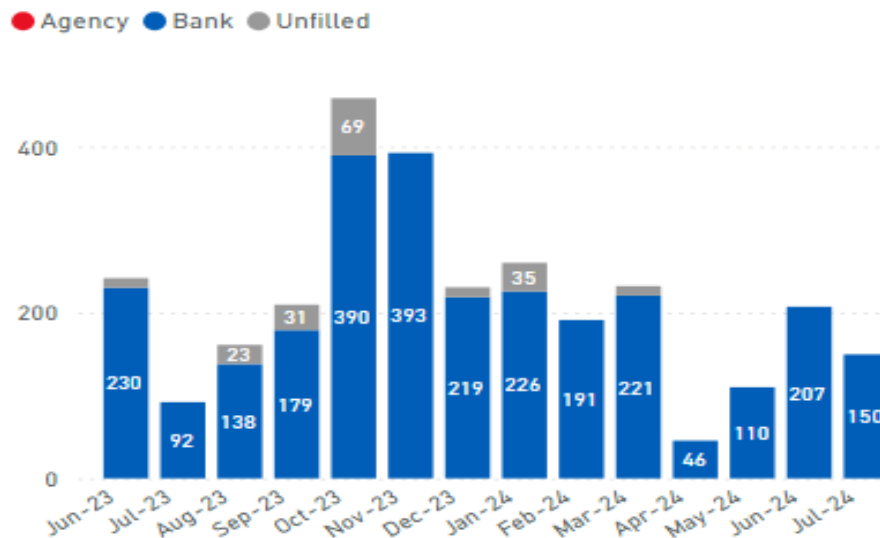
	April						
	Day		Night		CHPPD		
	RN	CSW	RN	CSW	RN	CSW	Overall
Ward	Fill (%)	Fill (%)	Fill (%)	Fill (%)			
Woodlands	94%	106%	100%	103%	9.5	3.3	12.8

NHSP and Agency Demand and Fill

Registered Nurse demand and fill in hours.



Unregistered demand and fill in hours.



Turnover and Sickness Rates

Sickness rates are reducing over the summer months as would be expected. Currently 2.77% for registered nurses and 0% for CSW's.

Registered nurse sickness rate

Directorate	Department	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24
Community and Childrens	Woodlands Ward	0.59%	2.65%	1.67%	5.35%	6.30%	14.77%	17.13%	14.85%	17.72%	15.27%	9.01%	2.77%

CSW sickness rate

Directorate	Department	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24
Community and Childrens	Woodlands Ward	17.61%	2.07%	6.63%	0.86%	1.17%	10.85%	17.22%	1.92%	9.12%	4.69%	0.53%	0.00%

Registered nurse turnover rate

Currently our turnover rate is 12.83% which is within the HDFT acceptable level of 13%.

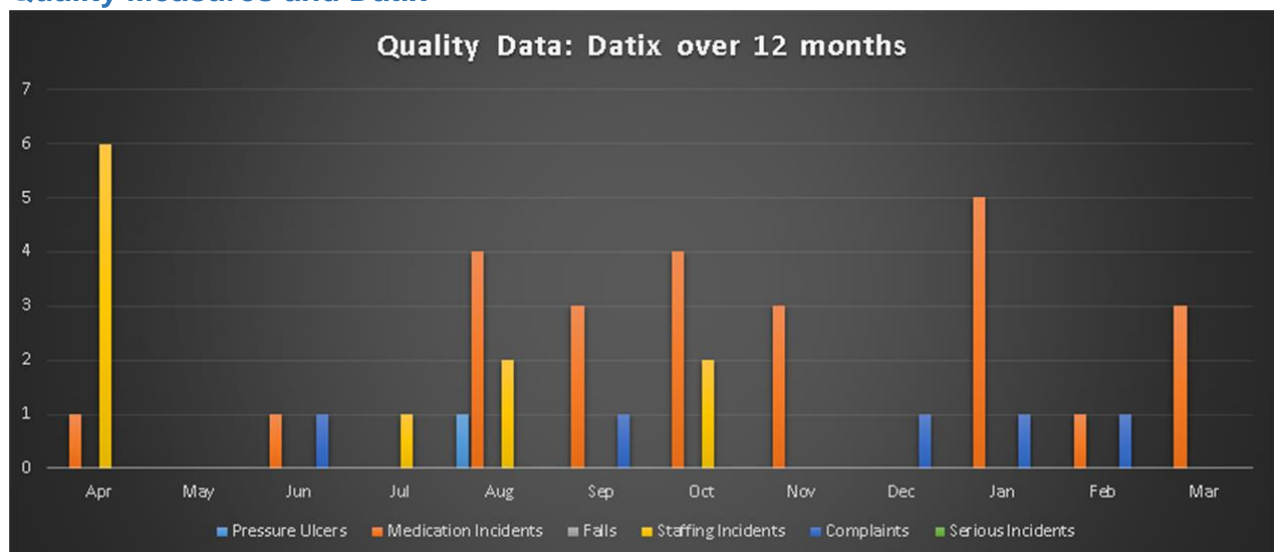
Directorate	Department	May-23		Jun-23		Jul-23		Aug-23		Sep-23		Oct-23		Nov-23		Dec-23		Jan-24		Feb-24		Mar-24		Apr-24													
		Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %												
		Leavers		Leavers		Leavers		Leavers		Leavers		Leavers		Leavers		Leavers		Leavers		Leavers		Leavers		Leavers													
Community and Childrens	Woodlands Ward	17.37	2.53	14.58%	16.87	3.53	20.98%	15.83	3.53	22.32%	15.75	3.53	22.38%	15.93	3.53	22.18%	16.66	3.53	21.20%	16.89	3.53	20.92%	16.85	4.53	26.90%	16.82	3.92	23.31%	16.82	3.92	23.31%	15.89	2.00	12.58%	15.59	2.00	12.88%

CSW turnover rate

Due to a small establishment of CSW, when 1WTE CSW leaves the data is markedly impacted.

Directorate	Department	May-23		Jun-23		Jul-23		Aug-23		Sep-23		Oct-23		Nov-23		Dec-23		Jan-24		Feb-24		Mar-24		Apr-24													
		Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %	Avg WTE	Turnover %												
Community and Childrens	Woodlands Ward	5.73	7.00	122.24%	6.23	7.00	112.42%	4.23	3.00	70.98%	4.50	3.00	66.72%	4.61	4.00	86.71%	4.27	3.00	70.33%	4.27	4.00	93.75%	4.77	4.00	83.92%	5.61	4.00	71.28%	5.61	4.00	71.28%	6.07	4.00	65.88%	5.92	3.00	50.70%

Quality Measures and Datix



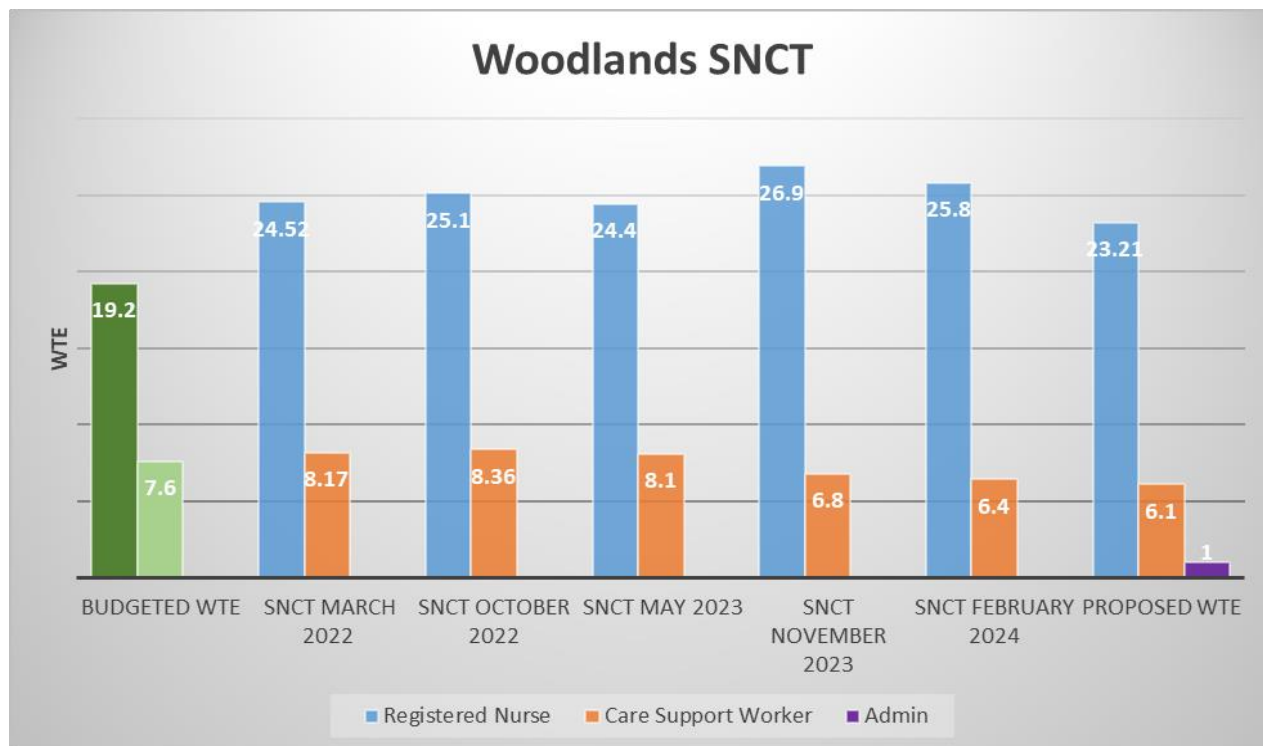
Ward Activity

	Admissions	Discharges	Transfers In	Transfers Out	Deaths	Ward Attenders
January	371	386	9	2	0	26
February	297	310	5	0	0	20
March	328	339	8	0	0	24
April	288	295	4	1	0	25

Summary of SNCT data

The table below illustrates the proposed establishments against the last 5 SNCT data collections at 100% bed capacity. The last columns illustrate the proposed establishment for 16 beds. The SNCT data consistently identifies an increase in RN establishment.

To note: the RN establishment includes the Band 4 Play Specialist and the Practice Educator.



Results

Standards for Bedside, Deliverable Hands-on Care

(Guidance on Safe Staffing Levels in the UK, RCN 2010)

Children < 2 years of age 1:3 registered nurse/child day and night.

Children > 2 years of age 1:4 registered nurse / child day

Children > 2 years of age 1:5 registered nurse/child night

Level 1 (high dependency) 0.5: 1 (1:1 in cubicles)

The results from the SNCT data collections have been calculated on 16 beds. The table below illustrates the budgeted WTE against the SNCT results at 100% bed occupancy and the SNCT proposal. The table below describes the financial impact of the SNCT recommendations for the ward establishment.

To improve the service that can be provided within CAU; to include, pulling through from ED, reducing complaints, improving quality, safety and performance, investment would be

required to fund a Paediatric Nurse Practitioner service. The details of this are not included within this paper as this is separate to the SNCT review. A separate group has been set up to work through the workforce requirements for this service.

To note, there is no budget for Ward Clerk provision, historically this role has been funded from the Band 2 CSW budget. Woodlands currently use 37.5 hours of admin time per week (Monday to Friday) to manage the day to day administration needs of the unit. Therefore, this role has been added to the requirements and costings as part of this review.

Shift Pattern for proposed Establishment

Following the SNCT review meeting (triangulation of nurse sensitive indicators, activity and raw data); professional judgement from senior nursing staff have agreed a safer staffing establishment for Woodlands Ward. The table below describes the proposed establishment for 16 beds.

	Early	Late	Night
RN	4	4	3
CSW	1	1	1
MD	30 hours (0.8WTE) – this covers Woodlands and SCBU		
Practice Educator	37.5 (1.0 WTE)		
Play Specialist	37.5 (1.0 WTE)		
Ward Clerk	37.5 (1.0WTE)		

Proposed Establishment Staffing Template by Band

Band 2								
	Shift Hours	No. of staff	WTE	Annual Leave	Study Leave	Sickness	Total WTE	
	Early	7.5	1	1.4	0.24	0.03	0.08	1.76
	Late	7.5	1	1.4	0.24	0.03	0.08	1.76
	Long day	12	0					
Night	11	1	2.05	0.36	0.05	0.12	2.58	
			4.85	0.83	0.11	0.29	6.10	

Play Specialist	Shift Hours	No. of staff	WTE	Annual Leave	Study Leave	Sickness	Total WTE
	B4	7.5	1	1.00	No Headroom		1

Band 5								
	Shift Hours	No. of staff	WTE	Annual Leave	Study Leave	Sickness	Total WTE	
	Early	7.5	1	1.4	0.24	0.03	0.08	1.76
	Late	7.5	1	1.4	0.24	0.03	0.08	1.76
	Long day	12	2	4.48	0.79	0.10	0.27	5.64
	Night	11	2	4.11	0.72	0.09	0.24	5.17
				2.12	0.26	0.68	14.13	

Band 6								
	Shift Hours	No. of staff	WTE	Annual Leave	Study Leave	Sickness	Total WTE	
	Early	7.5	1	1.4	0.24	0.03	0.08	1.75
	Late	7.5	1	1.4	0.24	0.03	0.08	1.75
	Long day	12	0					
Night	11	1	2.05	0.36	0.05	0.12	2.58	
			4.85	0.84	0.11	0.28	6.08	

Practice Educator	Shift Hours	No. of staff	WTE	Annual Leave	Study Leave	Sickness	Total WTE
	B6	7.5	1	1.00	No Headroom		1

Ward Manager	Shift Hours	No. of staff	WTE	Annual Leave	Study Leave	Sickness	Total WTE
	B7	7.5	1	1.0			1.0

Ward Clerk	Shift Hours	No. of staff	WTE	Annual Leave	Study Leave	Sickness	Total WTE
	b2	7.5	1	1.00	No Headroom		1

Costings for Proposed Establishment

The financial ask, to fully support the Woodlands roster would be £173,882 in addition to the current Woodlands budget.

The difference from the current establishment:

Additional 1.99 WTE Band 5 Registered Nurse

Additional 0.95 WTE Band 6 Registered Nurse (Practice Educator)

Additional 0.45 WTE Band 2 Admin (increase funding to 1 WTE)

To Note: The Band 2 CSW's have been identified as holding and requiring Band 3 CSW clinical skills. They are currently within the scope of the Band 2 to Band 3 Job profiling that is being undertaken trust wide.

Recommendations

The SNCT raw data does not account for the extra activity as described in this report (escorts, supporting ED in resuscitation, safeguarding skeletal surveys, cannulation prior to procedures, short stay admissions and day surgery support). Therefore, senior nurse leaders have undergone a number of professional judgement review meetings to ensure that the nursing establishment meets the daily service demand, whilst maintaining quality, safety and performance.

Woodlands next C&YP SNCT data collection will be for the month of July 2024. It will include a data capture of the extra activity to enable us to demonstrate in more detail the time spent completing these additional duties. This further data collection will provide assurance around our predicted, future safer staffing levels for Woodlands and align to the planning cycle for 25/26. As in accordance with the National Quality Board standards, Woodlands will continue to collect SNCT data biannually.

As described earlier, a separate business case is being worked up for CAU requirements.

The SNCT review strongly supports the increase of Practice Educator hours, from 0.2WTE to 1.0WTE (included in the RN proposed establishment). This would bring Children's services 'in line' with best practice for supporting, developing and mentoring CYP nurses. Please refer to the embedded document about the requirement for this role.



Paediatric Practice
Educator.docx

Finally, this report and recommendations should be shared with the Deputy and Director of Nursing, Midwifery and AHP's, Head of Nursing and Workforce for Children's to consider the outputs and agree next steps.

Establishment Review Panel Outcome

The recommendations within this report were presented at Establishment Review Panel on Friday 19th July 2024.

There was acknowledgement that the SNCT demonstrates a slight establishment change for the Woodlands Ward. However, the Children's Assessment Unit (CAU) service review

and redesign may influence additional changes. Therefore, no changes to be made until the **CAU service review** and establishment modelling has been completed. This should then come back through Establishment review panel in September.

The panel would like to see a breakdown of data collected, on a continuous basis, for:

- Number of attendances per day,
- Age of child,
- Presenting concern,
- Referral pathway,
- Professions seen by (Nurse, Doctor, Reg etc)
- Length of visit
- Outcome (admitted/discharged).

To repeat the SNCT (July).

Complete CAU Service Review.

Present to Establishment Review Panel.



Woodlands -
Establishment Review