



**West Yorkshire Critical Care & Major Trauma
Operational Delivery Networks**

West Yorkshire Critical Care Operational Delivery Network

Nursing Workforce Survey

August 2016



West Yorkshire
Critical Care & Major Trauma
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Introduction

In September 2015 the Adult Clinical Reference Group for Adult Critical Care (CRG) requested a survey be undertaken to try and gather data that helps understand the current numbers of staff and identify some of the challenges that we may face as a service.

The survey was conducted through the Critical Care Network Lead Nurses (CC3N) who then disseminated the survey to all critical care units in England, Wales and Northern Ireland. Scotland was excluded as the Operational Delivery Networks have no representation or contacts as they work under a different model.

Each survey consisted of 10 individual spreadsheets which covered:

- Demographics
- Administration
- Nursing
- Critical Care Outreach
- Physiotherapy
- Occupational Therapy
- Dieticians
- Speech & Language Therapists
- Pharmacists
- Clinical Psychologists

Data was requested retrospectively over a twelve-month period the time frame identified was 1st September 2014 - 31st August 2015. Other information pertaining to current data was based on 1st September 2015.

This report will focus on some of the nursing data captured nationally and provide comparative data for West Yorkshire against the national findings. There are thought to be in the region of 270 Critical Care Units in England, Wales and Northern Ireland. Nursing data was returned from 188 which provided a return rate of 70%.

The data pertaining to the West Yorkshire Critical Care Units is based on information gathered in July 2016. This decision to repeat the survey was based on:

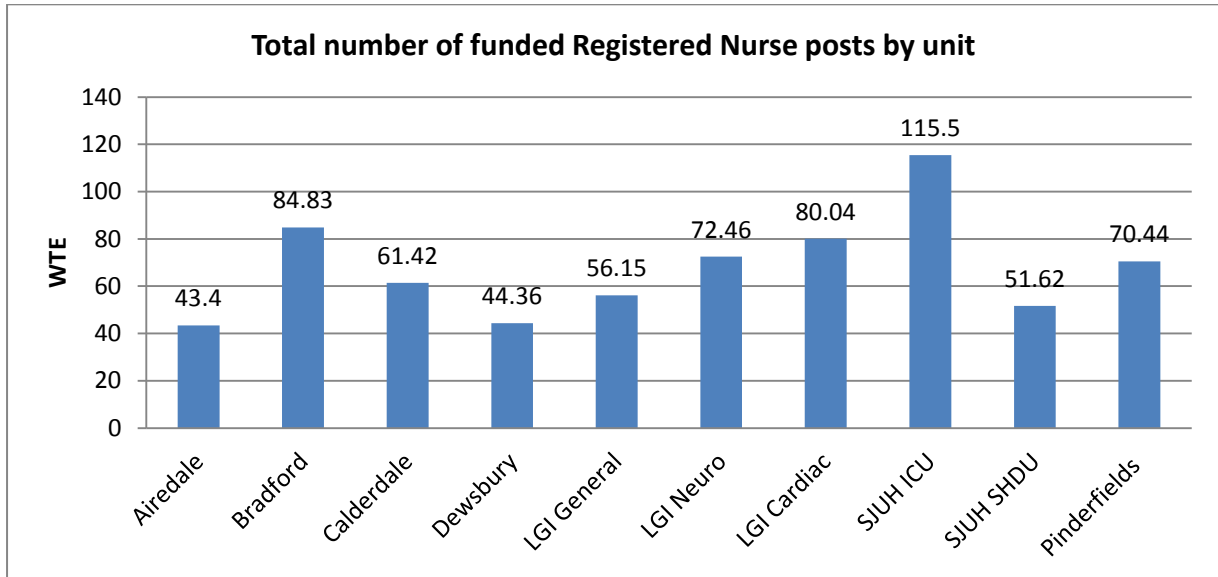
- not all units had submitted to the national survey
- Senior Nurses believed their position had changed significantly since the original survey

Repeating the survey has allowed the creation of a report which includes data from all the West Yorkshire critical care units. It is however noted that the national data was collected in a different time period.

Thanks to those units who contributed to this important piece of work.

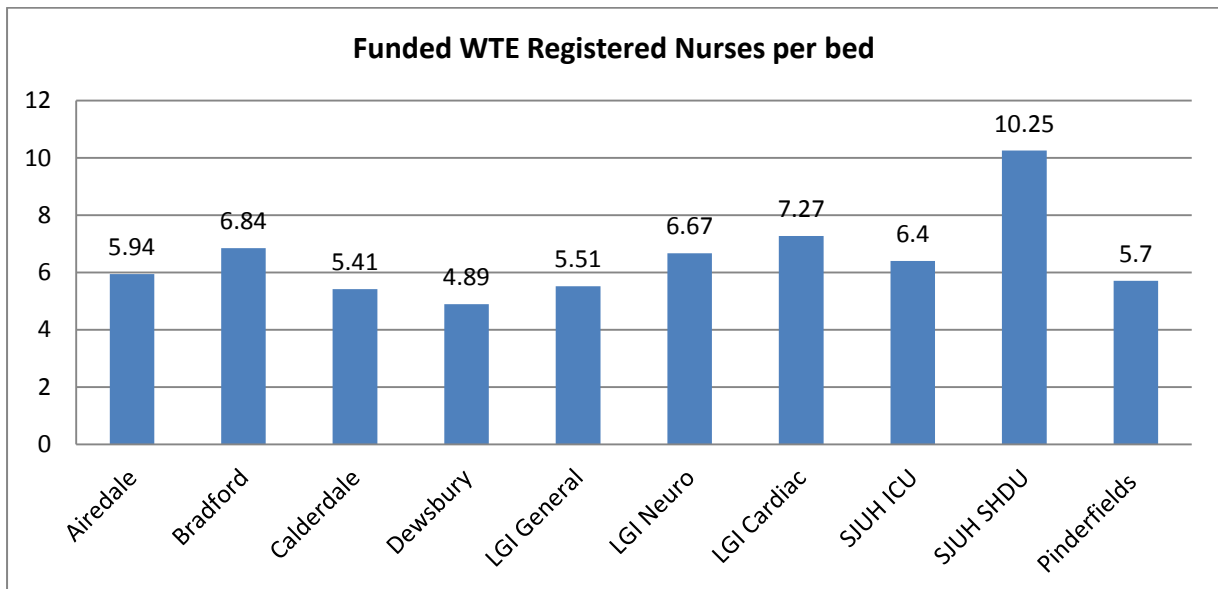
Total Number of Whole Time Equivalent Registered Nurse Posts

Graph 1 shows the total number of WTE Registered nursing posts by unit



At the present time there is no national data demonstrating WTE registered nurses per critical care bed. The data below has been produced by using level 3 beds as the denominator - where units are combined with a mix of level 3, level 2 and 1 beds these have been converted to level 3 to allow a benchmark to be created.

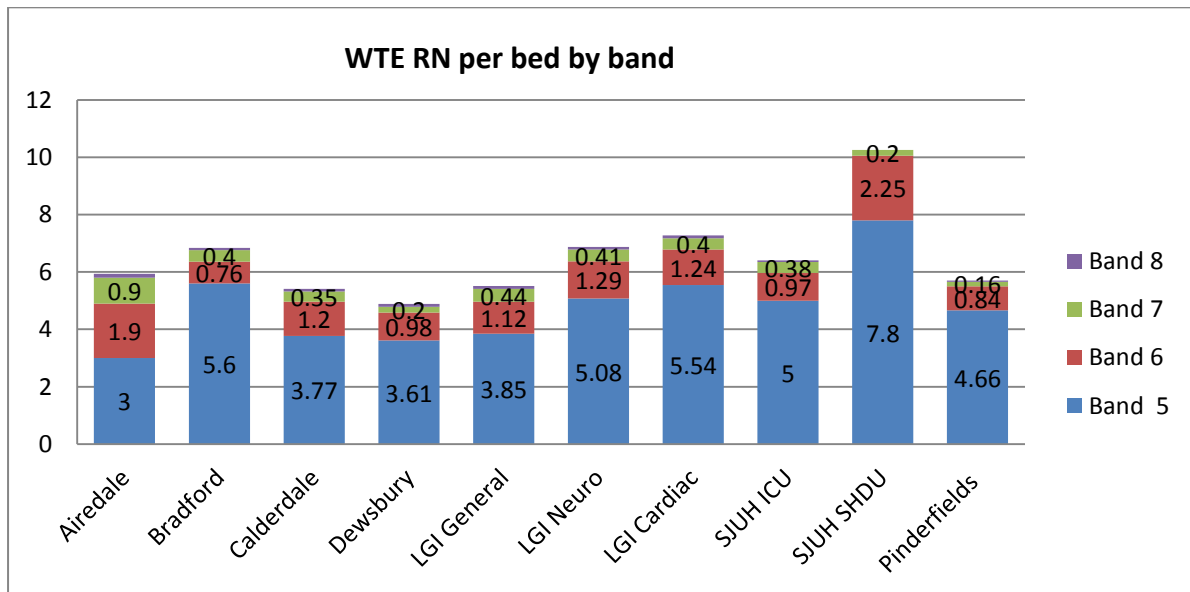
Graph 2 – Funded WTE Registered nurse posts per bed by unit



Number of wte registered nurses per critical care bed

At the current time the national data has not been analysed sufficiently to provide the average number of registered nurses (wte) per bed. The data has been extrapolated below to give numbers for the West Yorkshire Critical Care Units.

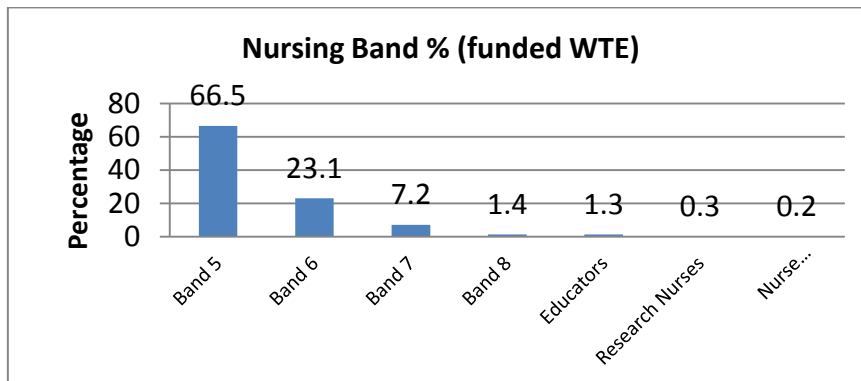
Graph 3 - Total wte registered nurses per critical care bed



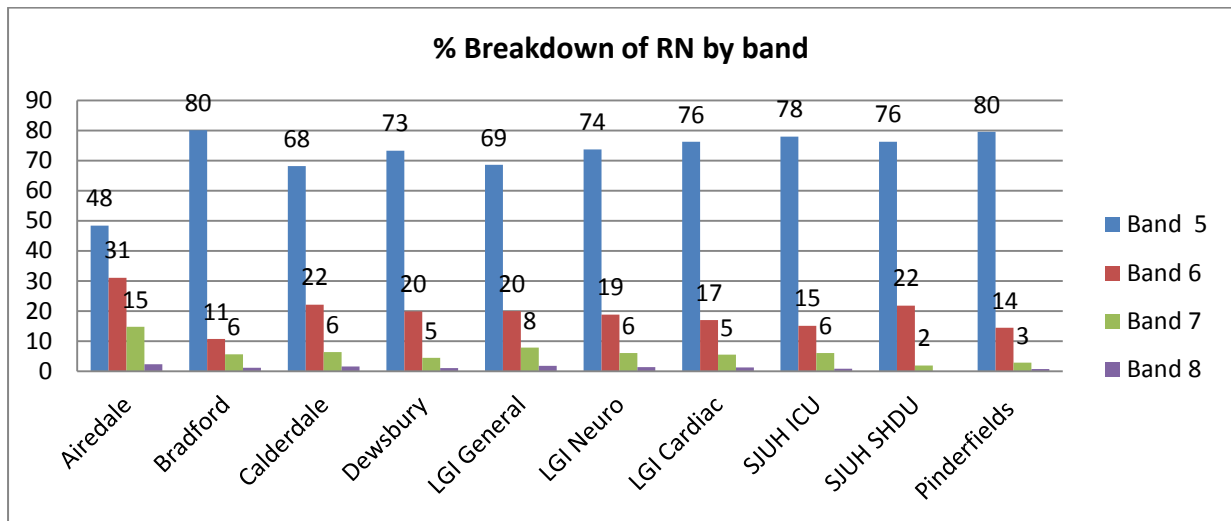
Percentage breakdown of wte funded registered nursing posts by band

Graph 3 shows the breakdown of wte funded registered nurse posts by band for level 3 beds. It is clear from this information that the bulk of the workforce, as expected, are Band 5 RN's and the percentage decreases as the band increases. It would appear that there are very few specialist nurse roles associated within critical care nationally, a position reflected in West Yorkshire.

Graph 4 - National Data breakdown of % of nurses by band



Graph 5 - West Yorkshire Data



There is some variation in West Yorkshire in terms of the percentage of nurses by band making up the critical care establishment. In general there would appear to be slightly higher numbers of band 5 staff and slightly less band 6 and 7 posts.

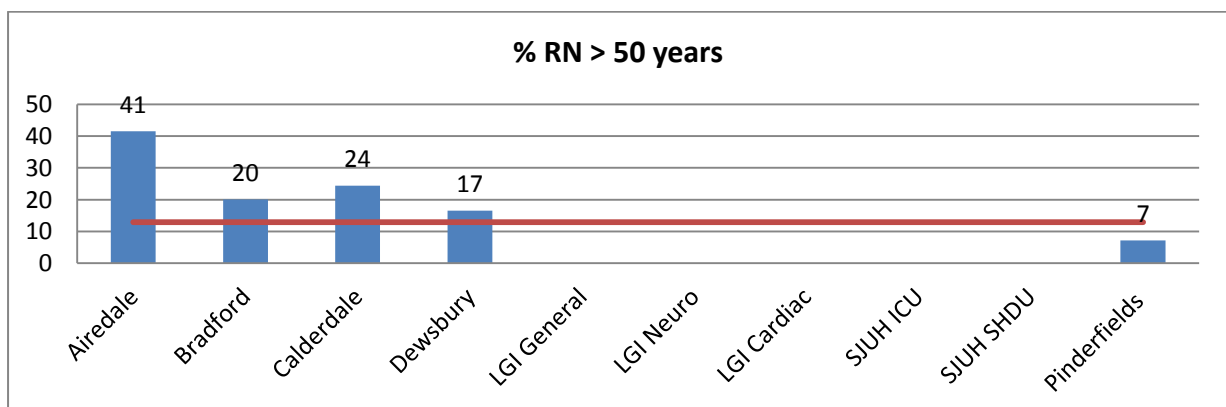
Percentage of Registered Nursing workforce currently over 50

Table 1 provides the Critical Care Networks with the highest proportion of registered nurses over the age of 50.

Table 1

Network	% RN's > 50 years
North of England	25.1%
North Trent	21.7%
North Wales	21.1%
West Yorkshire	20.7%
Kent & Medway	20.5%

Graph 6 - West Yorkshire Data; Percentage of staff > 50 years



The national average denoted by red line = 12.9%. No data submitted for Leeds units

Use of Agency Staff

GPICS states: *Units should not utilise greater than 20% of registered nurses from bank/agency on any one shift when they are NOT their own staff*

Table 2

Unit	Do you use > 20% agency /bank staff on any one shift
Airedale	No
Bradford	No
Calderdale	No
Dewsbury	Yes
Huddersfield	No
LGI Cardiac	Yes
LGI General	Yes
LGI Neuro	Yes
Pinderfield's	Yes
SJUH ICU	Yes
SJUH HDU	Yes

The national picture shows that 37% of units regularly use agency staff/bank staff (not their own staff) of which 46% exceed the standard of > 20%.

Table 3 – Agency staff competency

Unit	Checks in place to assure competency of agency staff	Concerns raised about agency staff during past 12 months
Airedale	Yes	No
Bradford	Yes	No
Calderdale	Yes	Yes
Dewsbury	Yes	Yes
Huddersfield	Yes	Yes
LGI Cardiac	Yes	Yes
LGI General	Yes	Yes
LGI Neuro	Yes	Yes
Pinderfield's	No	Yes
SJUH ICU	Yes	Yes
SJUH HDU	Yes	Yes

The survey would suggest that the majority of units have checks in place to ensure staff are competent to undertake the role they have been employed to perform. There is a general expectation that this will be undertaken by the agency. Nationally of the units who regularly use agency staff 63% have competency checks in place.

The survey also suggests that the majority of units have raised concerns about the staff provided through agencies during the past 12 months. Nationally 60% of units who regularly use agency staff reported having raised concerns during the previous 12 months.

Overseas Recruitment

The challenges to recruit into vacant posts have resulted in looking overseas to fill the gaps. Nationally 30% of units submitting workforce data reported having actively recruited overseas during the past 12 months, which is a similar percentage to West Yorkshire.

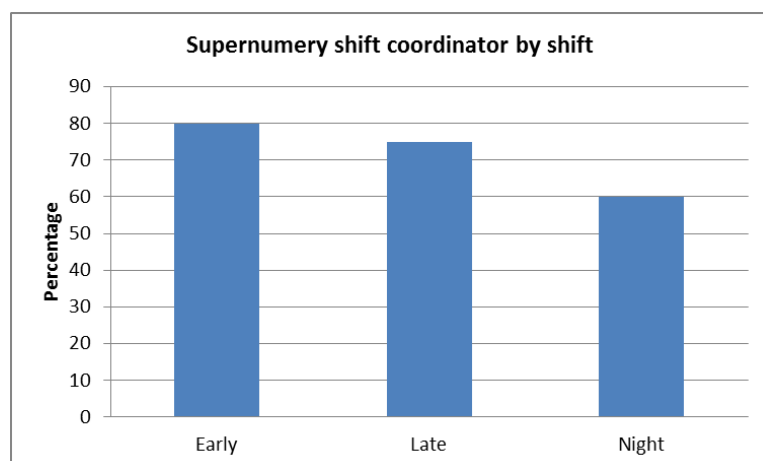
Unit	Units who have recruited registered nurses from overseas in the past 12 months
Airedale	Yes
Bradford	No
Calderdale	No
Dewsbury	Yes
Huddersfield	No
LGI Cardiac	No
LGI General	No
LGI Neuro	No
Pinderfield's	Yes
SJUH ICU	No
SJUH HDU	No

Table 4 - West Yorkshire Critical Care Overseas recruitment activity

Supernumerary Shift Coordinator

The Service Specification for Adult Critical Care Services (D16) states:

Each Critical Care Unit must have a supernumerary clinical coordinator 24/7



There will be a supernumerary clinical coordinator (sister/charge nurse bands 6/7) on duty 24/7 in Critical Care Units (>80% of time)

Graph 7 - National data identifying the percentage of units who have a supernumerary clinical coordinator by shift.

Table 5 - West Yorkshire Data - Supernumerary shift coordinators

Unit	Early	Late	Night
Airedale	No	No	No
Bradford	Yes	Yes	Yes
Calderdale	Yes	No	No
Dewsbury	No	No	No
Huddersfield	Yes	No	No
LGI Cardiac	Yes	Yes	Yes
LGI General	Yes	Yes	Yes
LGI Neuro	Yes	Yes	Yes
Pinderfields	Yes	Yes	Yes
SJUH ICU	Yes	Yes	Yes
SJUH HDU	Yes	Yes	Yes

Table 6 - National data for clinical coordinator at night by unit size

Number of beds	Number of units with no supernumerary night coordinator	Percentage
<=6	17	28%
7-12	31	52%
13-20	9	15%
21-30	2	3%
31-40	1	2%

Staff patient ratios

Level 3 patients (level guided by ICS levels of care) require a registered nurse/patient ratio of a minimum 1:1 to deliver direct care

Nationally 93% (n176) of units achieved this standard

All the West Yorkshire Units who demonstrated 100% compliance to this standard.

Level 2 patients (level guided by the ICS levels of care) require a registered nurse/patient ratio of a minimum of 1:2 to deliver direct care.

Nationally 96% (n181) of units achieved the standard

Clinical Support Staff

There are no standards in terms of numbers of clinical support staff or what roles the staff are employed to carry out. These roles have generally been developed around local need.

Graph 8 - West Yorkshire Data Clinical Support Staff

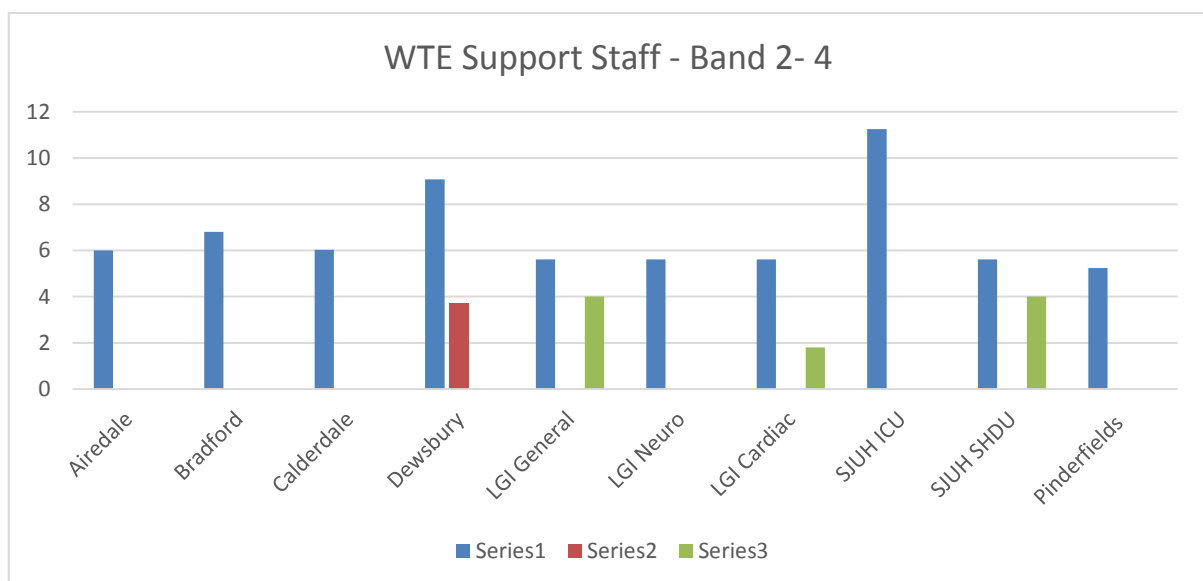


Table 7 shows units where Clinical Support Staff deliver direct patient care and where competency packages are in place to assist training and assessing staff.

GPICS states: *Where direct care is augmented using non-registered support staff, appropriate training and competence assessment is required*

Table 7 - West Yorkshire Data

Unit	HCSW deliver direct care	Are HCSW included in nursing numbers	Do HCSW complete training & competency assessment
Airedale	Yes	No	No
Bradford	Yes	No	No
Calderdale	Yes	No	Yes
Dewsbury	Yes	No	Yes
Huddersfield	Yes	No	Yes
LGI Cardiac	Yes	No	Yes
LGI General	Yes	No	Yes
LGI Neuro	Yes	No	Yes
Pinderfield's	Yes	No	Yes
SJUH ICU	Yes	No	Yes
SJUH HDU	Yes	No	Yes

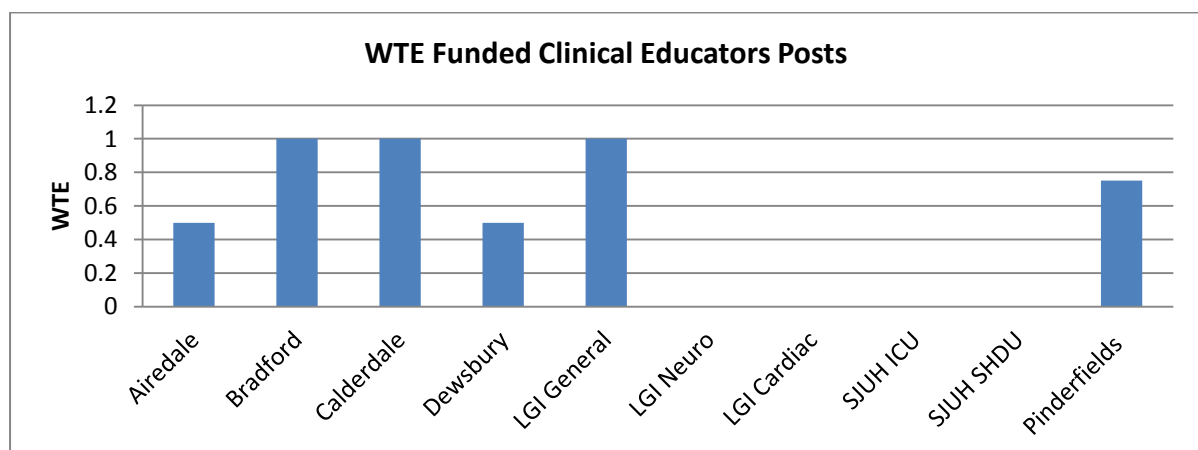
Clinical Educators

The Service Specification for Adult Critical Care Services (D16) states:

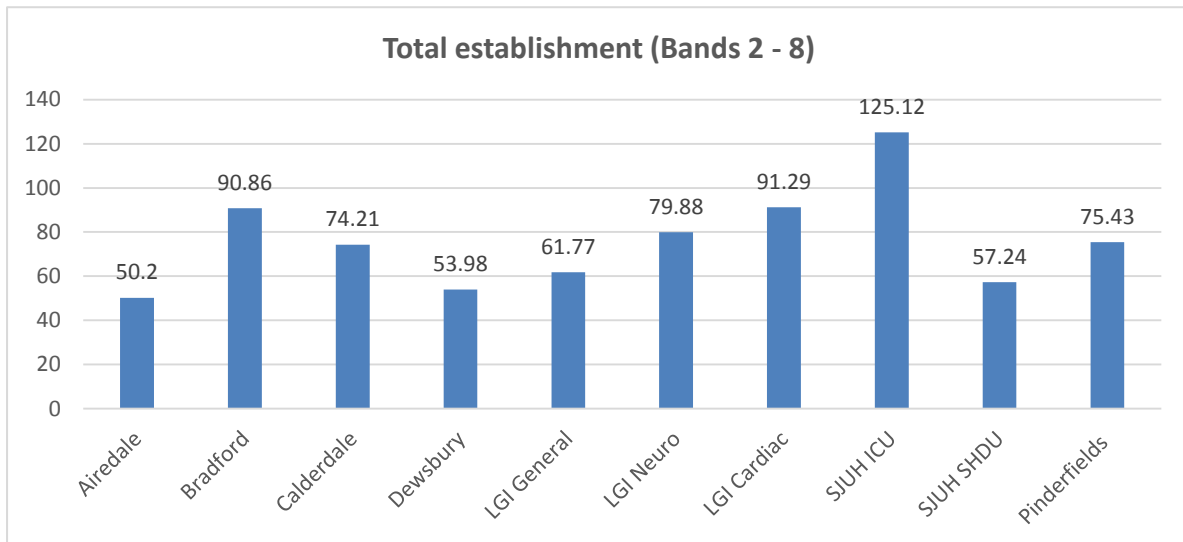
A Critical Care Unit must have a supernumerary Clinical Educator (1 WTE per circa 75 staff). Each Critical Care Unit will have a dedicated Clinical Nurse Educator responsible for coordinating the education, training and CPD framework for Critical Care nursing staff and pre-registration student allocation.

Nationally 61% of critical care units meet this standard

Graph 7 - West Yorkshire provision of Clinical Educators



Graph 11 - Numbers of established posts by unit



Please note the above table is WTE and NOT head count

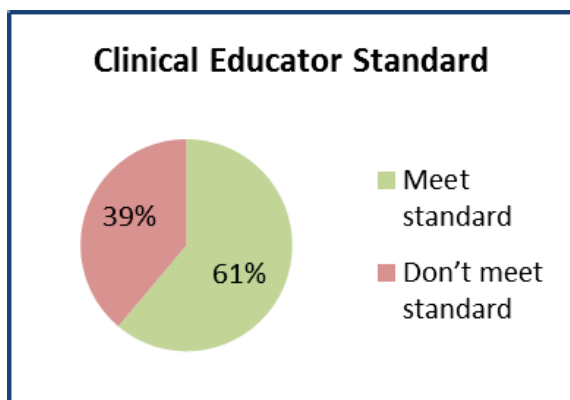


Chart 1 - National Perspective:

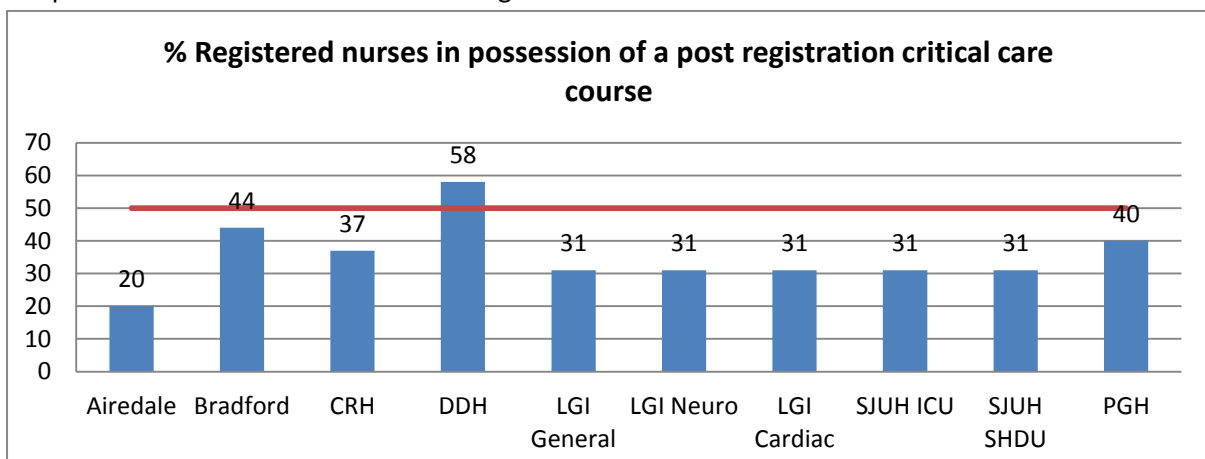
At the time the survey was undertaken a wide variation in compliance was reported in the provision of Clinical Educator posts.

61% (n 85) of units are meeting the standard required; 39% (n54) fail to meet the standard.

Percentage of trained critical care nurses

The core standards state that a minimum of 50% of registered nursing staff will be in possession of a post registration award in Critical Care Nursing.

Graph 9 - West Yorkshire Data - Percentage of trained critical care nurses



Supernumerary period for new staff

The GPICS standards state:

All nursing staff appointed to Critical Care will be allocated a period of supernumerary practice

This period is to allow adequate time for registered nurses to develop basic skills and competencies to safely care for a critically ill patient. All registered nurses commencing in critical care should be commenced on Step 1 of the National Competency Framework.

Table 8 - West Yorkshire Data - Supernumerary period for new staff

Unit	Supernumerary period new starters
Airedale	6 weeks
Bradford	8 weeks
Calderdale	8 weeks
Dewsbury	6 weeks
Huddersfield	8 weeks
LGI Cardiac	6 weeks
LGI General	6 weeks
LGI Neuro	6 weeks
Pinderfield's	6 weeks
SJUH ICU	6 weeks
SJUH HDU	6 weeks

National Competency Framework for Adult Critical Care Nurses

There has been a drive to standardise the approach taken to critical care nurse education across the UK by the use of the National Competency Framework for Adult Critical Care Nurses (2012). There has been a significant positive shift following its introduction and the framework is now being used by 71% of units in some combination.

Chart 2 - National data

Number of units using National Critical Care Competency Framework

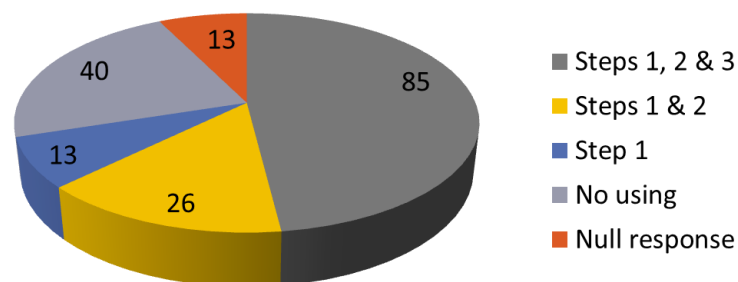


Table 9 - West Yorkshire Data re use of National Critical Care Step Competency Framework

Unit	Use of National Step Competency Framework for Adult Critical Care Nurses
Airedale	Steps 1,2 & 3
Bradford	Steps 1&2
Calderdale	Steps 1,2 & 3
Dewsbury	Steps 1&2
Huddersfield	Steps 1,2 & 3
LGI Cardiac	Steps 1,2 & 3
LGI General	Steps 1,2 & 3
LGI Neuro	Steps 1,2 & 3
Pinderfield's	Steps 1&2
SJUH ICU	Steps 1,2 & 3
SJUH HDU	Steps 1,2 & 3

Advanced & Assistant Practitioners

With the challenges facing critical care workforce there has been a move towards looking for new solutions. This has resulted in a growing interest in the roll of the Advanced Critical Care Practitioner. From a national perspective of the 188 units who submitted data 11.6 (n21) had ACCPs in post and a further 37% had plans to introduce the role.

Table 10 - ACCP Activity

Unit	ACCP in post	Plans to introduce the role f ACCP
Airedale	Yes	
Bradford		Yes
Calderdale		No
Dewsbury		Yes
Huddersfield		No
LGI Cardiac		Yes
LGI General		Yes
LGI Neuro		Yes
Pinderfield's	Yes	
SJUH ICU	Yes	
SJUH HDU		Yes

References

CC3N (2012) National Competency Framework for Adult Critical Care Nurses

Joint Standards Committee ICS/FICM (2015) Guidelines for the provision of Intensive Care Services

NHS England (2015) Service Specification for Adult Critical Care Services (D16) Consultation document.