

National Trends

Autumn 2016

About the *National Trends* data

This report presents a unique and real-time view of trends within temporary nursing including bank and agency usage. The data used has been drawn from a statistically significant sample of the whole NHS Acute and Mental Health Trust population for England.

All data used to construct these charts has been collected by NHS Professionals in the course of supplying managed flexible worker services to some 60 Trusts across England.

National Trends analyses this data by region and Trust type. Nursing Bands 2 to 6 are included in the analysis. Participating Trusts have been selected on a like-for-like basis to ensure comparability across the two 12-month periods. Data is only presented for regions where the number of Trusts involved is considered statistically significant. A number of changes have been made to the sample base to reflect consolidations, mergers, engagements and disengagements.

Since the data comes from NHS Professionals' client Trusts, the measures reflect 'best-in-class' temporary worker management processes; other Trusts may well be performing below these levels.

N.B.: The 'All England' chart on page 8 excludes Mental Health. Acute and Foundation Trusts are presented separately, with no overlap. Teaching hospitals now **includes** both Foundation and Acute Trusts (but not Mental Health/Community).



NHS Professionals' commentary

Period covered: October 2014 to September 2016

By region

Across England (page 8), year-on-year demand for additional hours during the 12 months to the end of September 2016 continued to increase on a like-for-like basis. Hours requested increased by 9% compared with the 12 months to October 2015. Bank productivity continued to grow, increasing hours delivered by 13%. However, agency-filled hours remained the same, at 25% of total hours requested.

In the North of England (page 9), hours requested increased by 15% over the full year to end September 2016 and bank-filled hours increased by 17%. Agency-filled hours increased by 1% to 17% of hours filled.

In the London area (page 10), hours requested for the year ending September 2016 increased by 9%, compared with the previous twelve months. Overall hours delivered by the bank increased by 8%. Hours filled by agency decreased by 1% to 34% of demand.

In the South of England (page 11), hours requested decreased by 2% over the full 12 months and bank-filled hours increased by 10%. Meanwhile, agency filled hours decreased by 1% to 27% of hours filled over the same period.

By Trust type

Hours requested by Acute Trusts (page 12) in the 12 months ending September 2016 increased by 7%. The number of hours delivered by the bank increased by 10% while the proportion of hours filled by agency increased by 1% over the period to 33% of overall demand.

Hours requested in Teaching Trusts (page 13) increased by 8% compared with the previous year. Hours delivered by the bank increased by 15% while agency-filled hours decreased by 1% to 22% of hours filled.

In Foundation Trusts (excluding Mental Health Trusts, page 14), hours requested increased by 10% compared with the previous 12 months. Total hours delivered by the bank increased by 14% while hours filled by agency decreased by 1% to 20% of the overall demand.

Hours requested in Mental Health Trusts (page 15) increased by 9% over the 12 months ending September 2016. Hours delivered by the bank increased by 8% while hours filled by agency increased by 1% to 27% of total demand.

Short-notice hours requested

Table 1 below shows the proportion of hours requested at very short notice (i.e. shifts released less than 24 hours before the start of the shift).

Mental Health continues to show the highest proportion of short-notice requests with 20% of all hours requested within 24 hours of the shift start time. This is down by 4% over the preceding 12 months and accounted for 22% of all agency hours requested.

The highest short-notice demand from Acute Trusts came from the London Area (16%), down 1% over the previous 12 months. But the fastest growing short-notice demand was in acute Trusts in the North (up 13%).

Table 1: Short-notice shift requests

Short-notice (SN) requests	SN (as % of all hours requested)	Real % change in SN demand	% of agency-filled shifts that are SN
All England	15.2%	6.8%	12.7%
North	14.8%	12.9%	11.9%
London	16.5%	-1.0%	14.0%
South	14.0%	8.0%	11.9%
Acute	14.3%	5.0%	12.8%
Teaching	16.2%	6.6%	14.5%
Foundation	15.7%	7.8%	12.7%
MH	20.4%	-3.6%	22.4%

Glossary

Bank Only (BO) - flexible workers who are fully registered for employment directly with NHS Professionals' Bank and can therefore choose to work in more than one Trust.

Full Time Equivalent (FTE) - The ratio of the total number of hours during a period by the number of working hours in that period. An FTE of 1.0 means that the person is equivalent to a full-time worker, while an FTE of 0.5 signals that the worker is only half-time.

Multi-Post Holders (MPH) - substantively employed by the Trust and operating through NHS Professionals to fill shifts outside their normal contracted hours for that Trust only.

Very-short-notice hours - additional hours relating to a shift released by the Trust within 24 hours of the start of the shift. These usually bypass the agency cascade process, which is typically set to release the shift request to staffing agencies selected by the Trust within 24-48 hours before the shift starts.

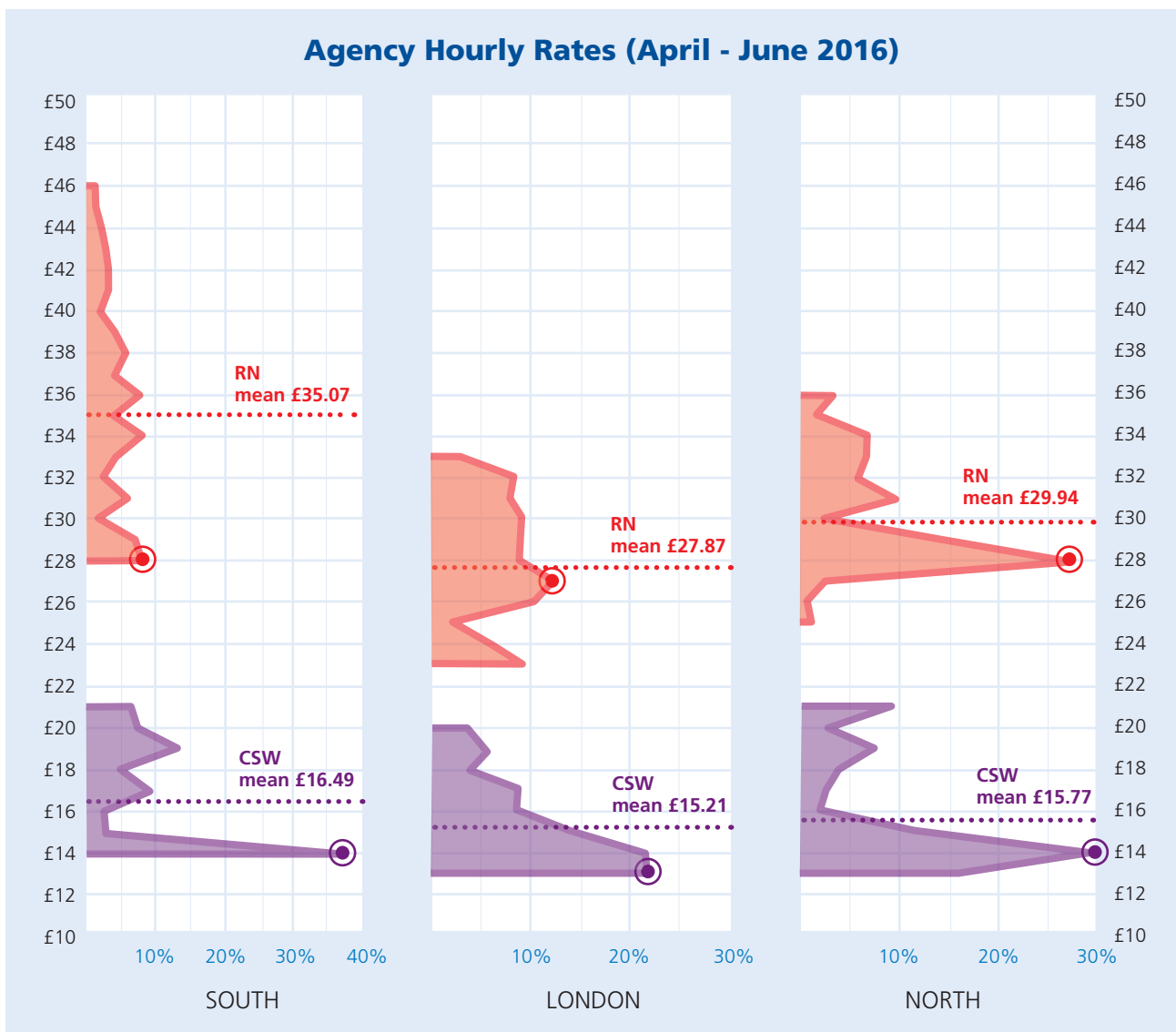


Staffing Agency Rates

The data shown in the chart below indicates the spread of agency hourly rates recorded between July and September 2016 for NHS Acute Trusts in the three regions, regardless of shift start time. To compress the data, the top and bottom 10% of records have been discarded.

These rates are inclusive invoice payments to agencies, not to nurses. Separate rates are shown for healthcare support staff (CSW00) and Registered Nurses (RN00).

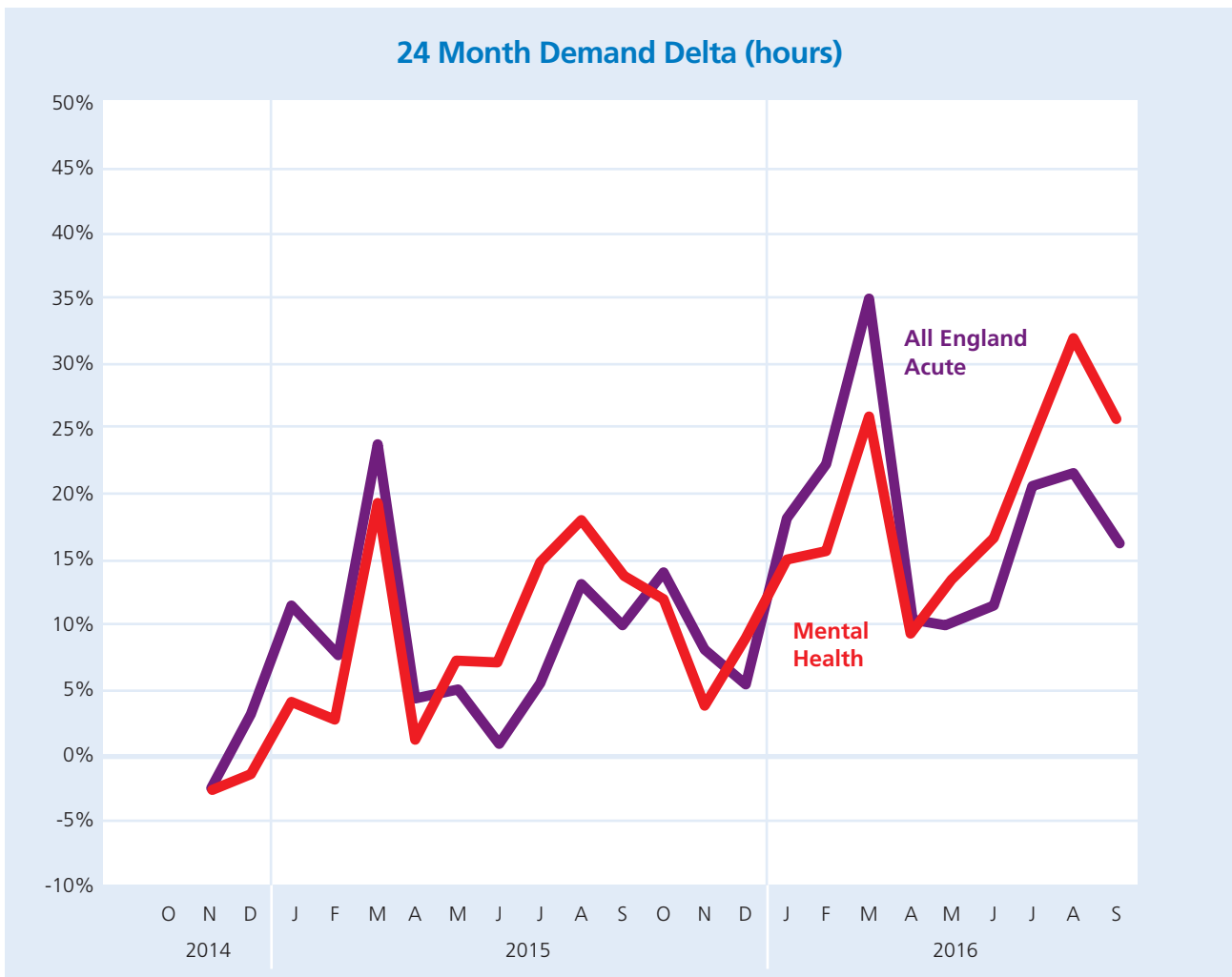
Acute Trusts in the South had both the highest average rates for registered agency nurses (£35.07) and for healthcare support staff (£16.49).



Demand trends

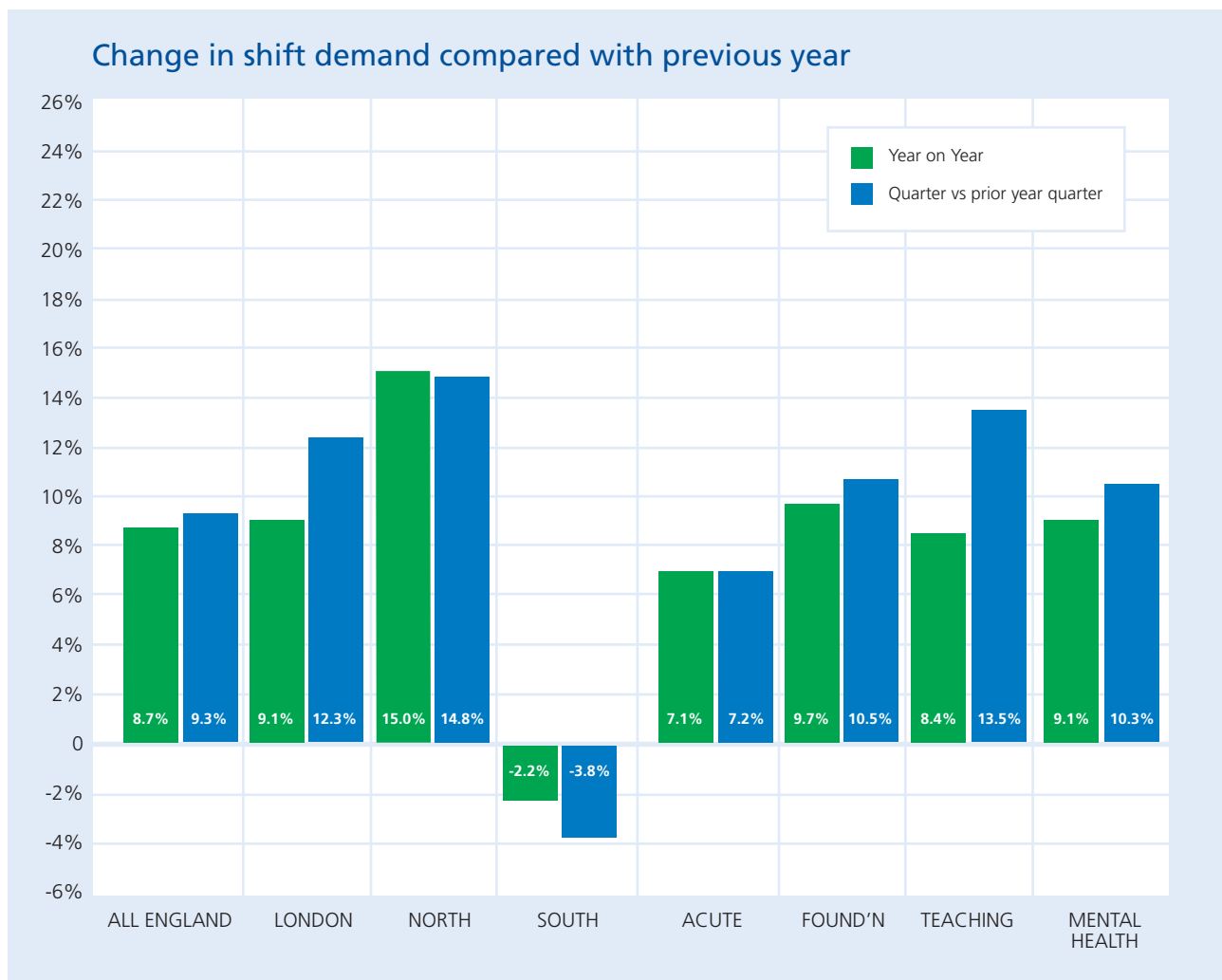
Demand in Acute Trusts across England has increased by 16% over the 24 months to end September 2016.

At the same time, hours requested in Mental Health and Community Trusts across England has increased by 26%.

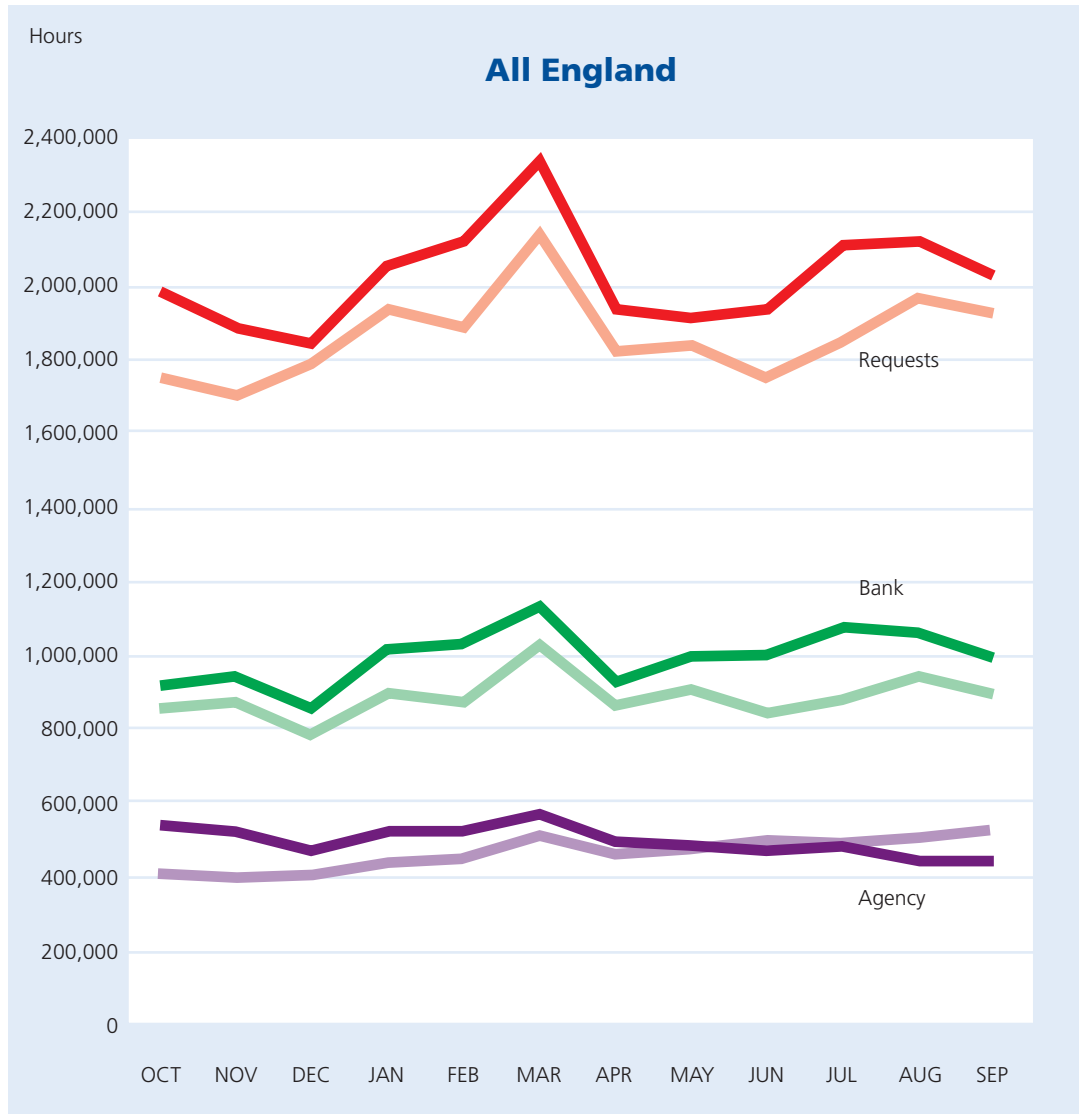


What's changed?

The chart below shows the rate of change in demand across regions and Trust types. It shows the percentage change in hours requested between the 12-month period to end September 2016 and the previous 12-month period, as well as the quarter comparison between the period July to September 2016 and July to September 2015.

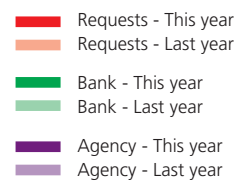


Temporary Nursing Shift Demand by Region (excluding Mental Health)

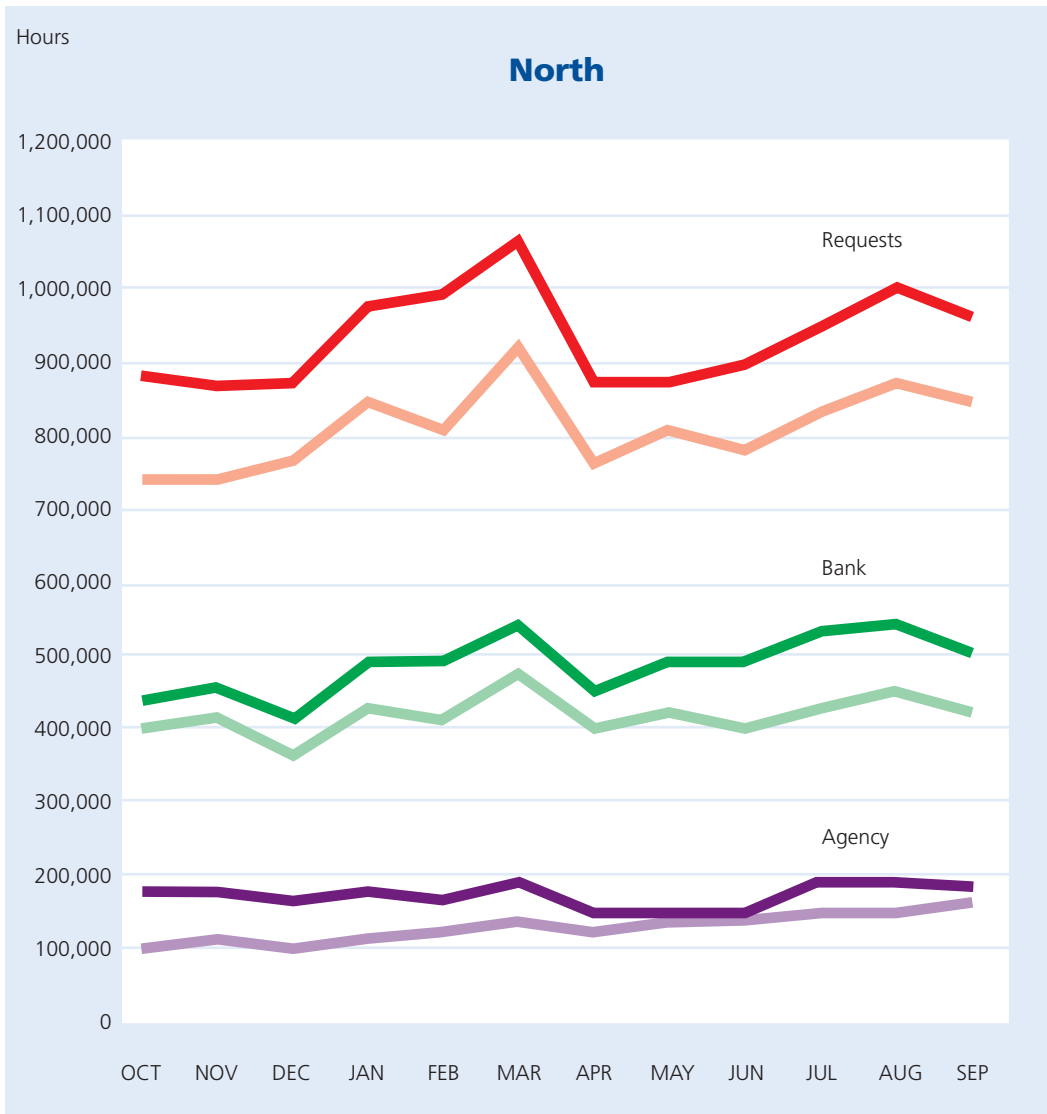


Sample size = 37 Trusts

Demand for the 12 months ending September 2016 increased by 8.7%, compared with the 12 months between October 2014 and September 2015. Hours delivered by the bank increased by 12.5% while hours filled by agency decreased as a proportion of hours requested by 0.2% to 24.7%.

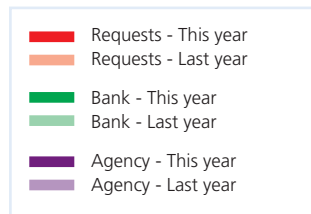


Temporary Nursing Shift Demand by Region (excluding Mental Health)

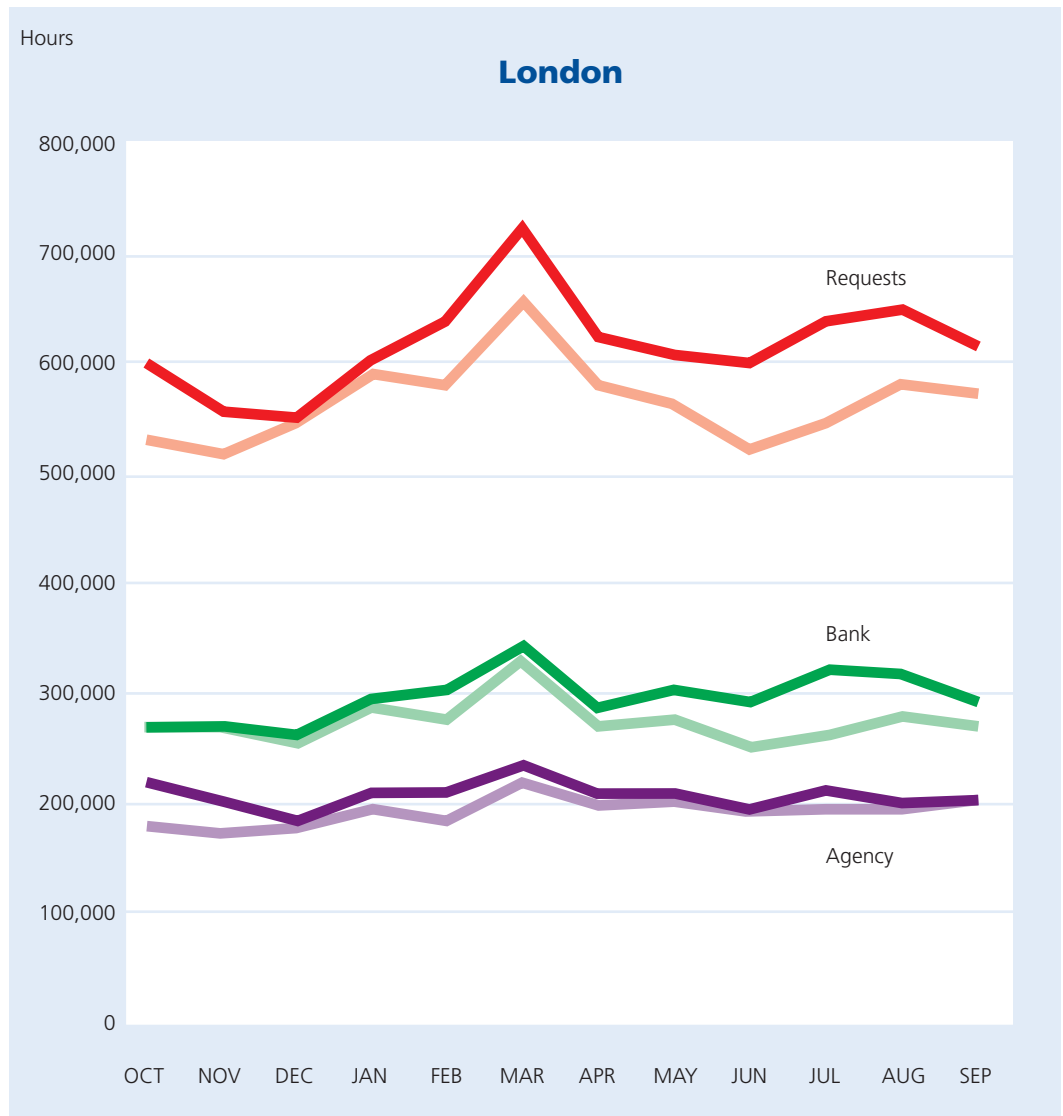


Sample size = 21 Trusts

In the North, demand for the year ending September 2016 increased by 15% compared with the previous 12 months. Hours delivered by the bank increased by 16.6% while the proportion of hours filled by agency increased by 1.1% to 17.4% of total demand.



Temporary Nursing Shift Demand by Region (excluding Mental Health)



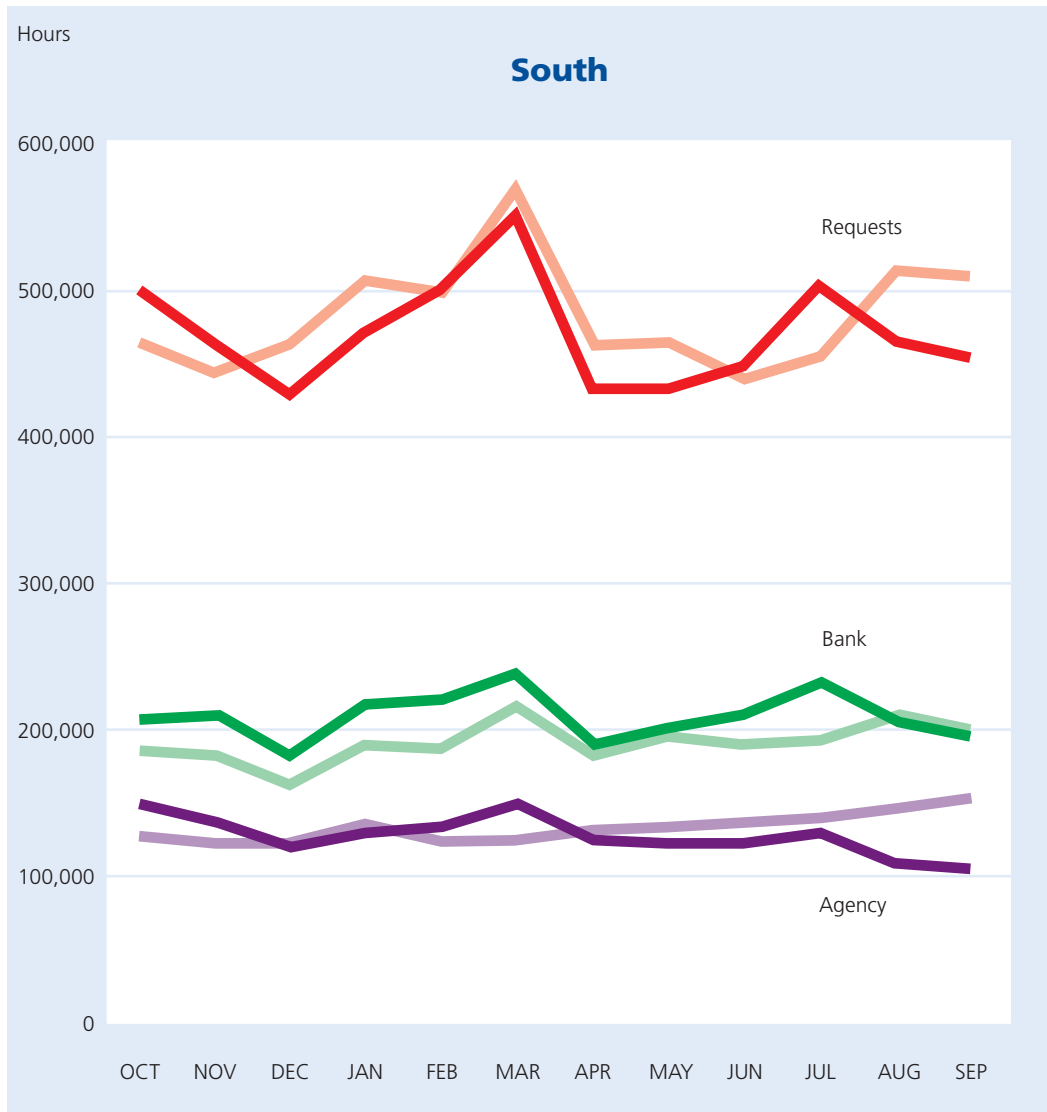
Sample size = 8 Trusts

In London, demand for the year ending September 2016 increased by 9.1%, compared with the previous 12 month period. Overall hours delivered by the bank increased 8.1%. The proportion of hours filled by agency decreased by 0.6% to 33.8% of entire demand.

- Requests - This year
- Requests - Last year
- Bank - This year
- Bank - Last year
- Agency - This year
- Agency - Last year

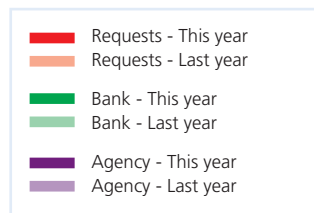


Temporary Nursing Shift Demand by Region (excluding Mental Health)

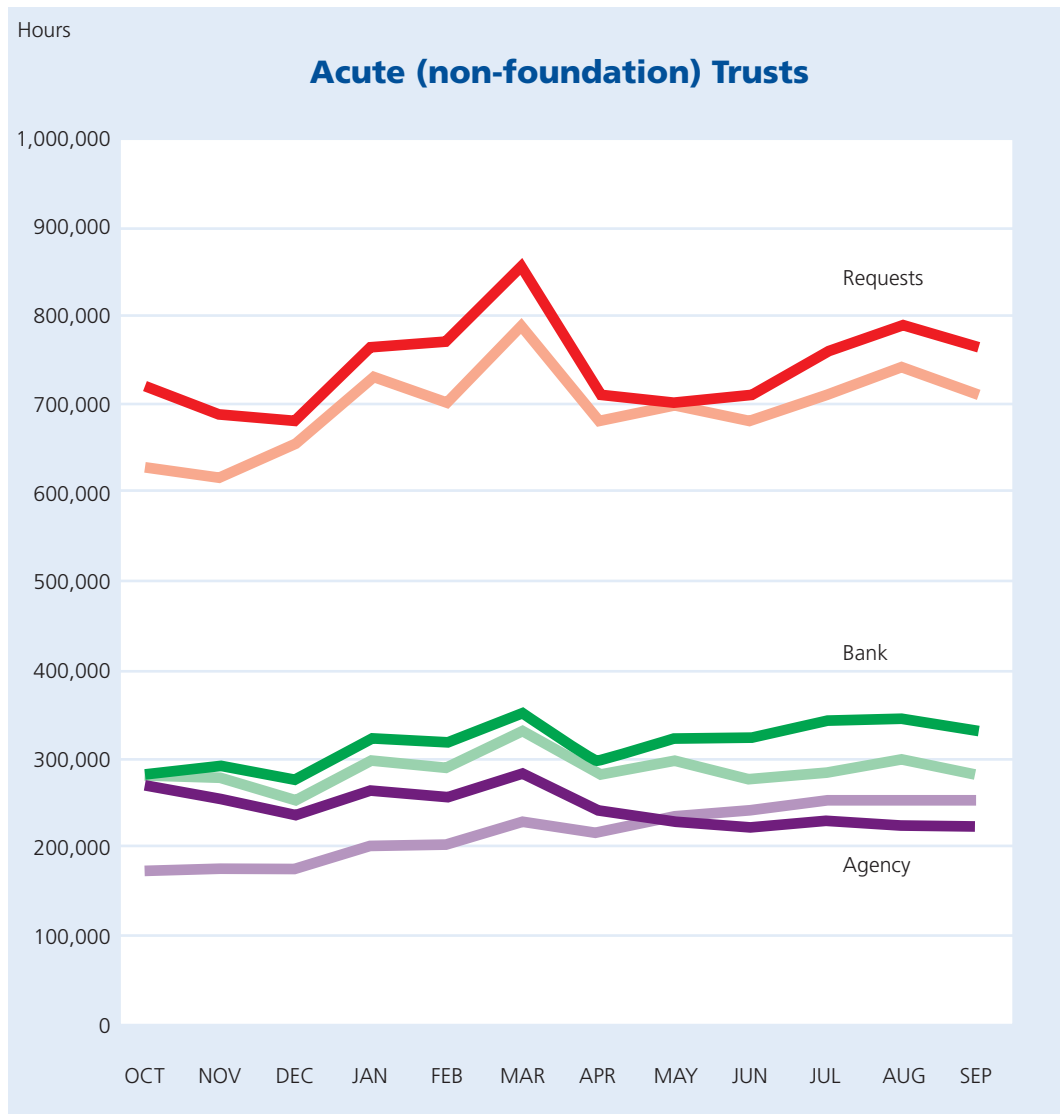


Sample size = 8 Trusts

Demand in the South for the 12 months ending September 2016 decreased by 2.2% compared with the corresponding 12 months in 2015. The total hours delivered by the bank increased by 9.8% while the proportion of hours filled by agency decreased by 1.1% to 27.3% of total demand.



Temporary Nursing Shift Demand by Trust Type

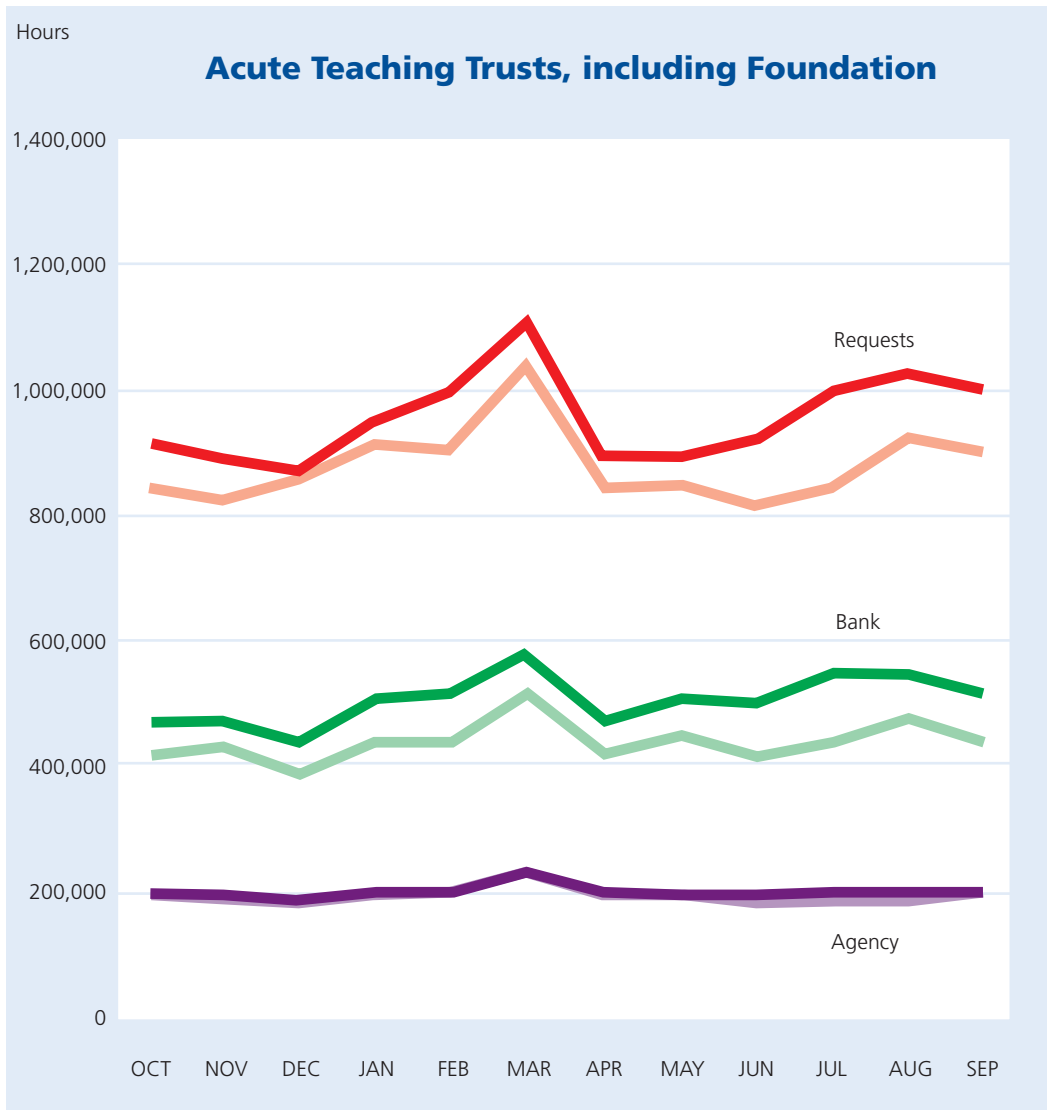


In Acute Trusts, between October 2015 to September 2016 demand increased by 7.1% over the preceding 12 months. The number of hours delivered by the bank increased 9.5% while the proportion of hours filled by agency increased by 1.4% to 32.9% of overall demand.

■ Requests - This year
■ Requests - Last year
■ Bank - This year
■ Bank - Last year
■ Agency - This year
■ Agency - Last year

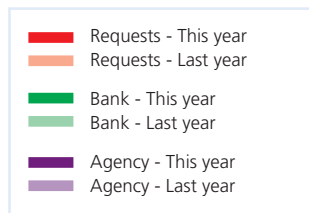


Temporary Nursing Shift Demand by Trust Type

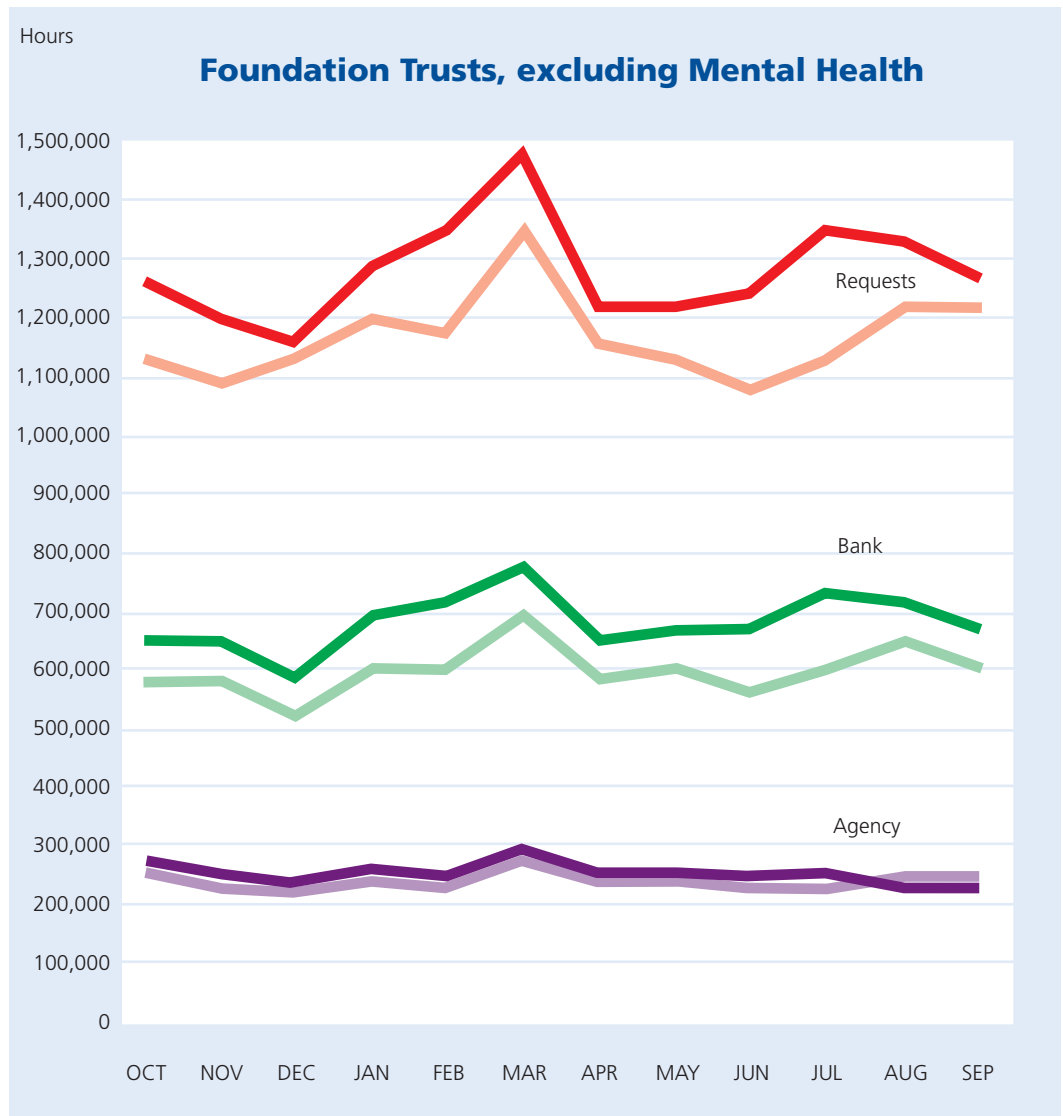


Sample size = 14 Trusts

In the year ending September 2016 demand in Teaching Trusts increased by 8.4%. Hours delivered by the bank increased by 14.6%. The proportion of hours filled by agency decreased by 1.1% to 21.6% of total demand.

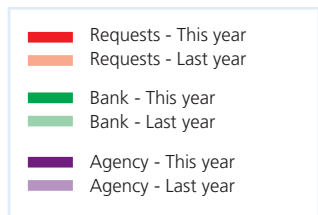


Temporary Nursing Shift Demand by Trust Type

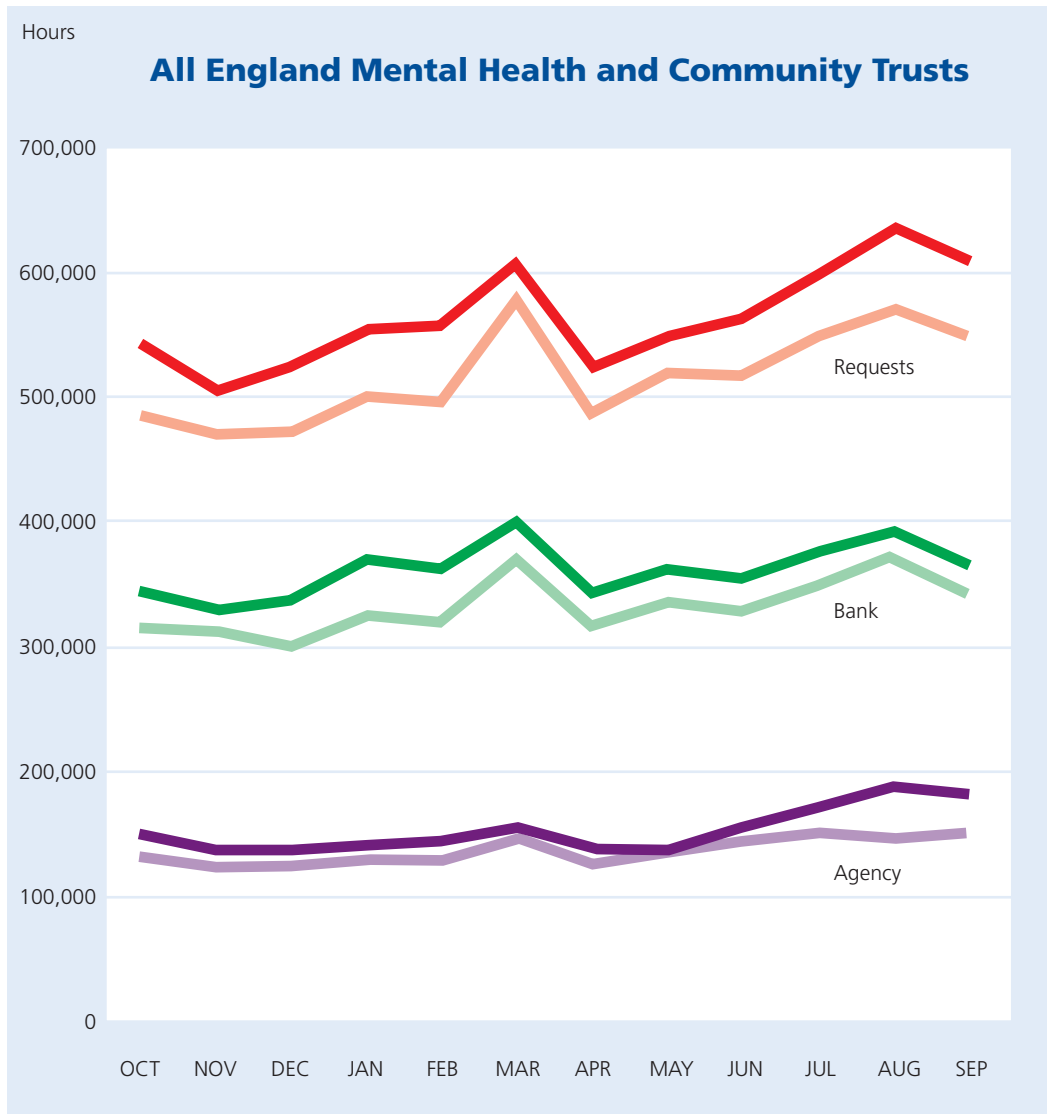


Sample size = 21 Trusts

Demand in Foundation Trusts for the 12 months ending September 2016 increased by 9.7% compared with the previous year ending September 2015. Total hours delivered by the bank increased by 13.9% while the proportion of hours filled by agency decreased by 1.1% to 20% of the overall demand.

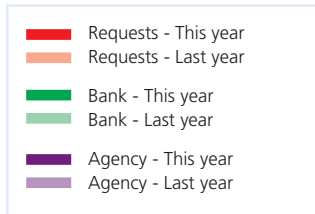


Temporary Nursing Shift Demand by Trust Type



Sample size = 12 Trusts

Demand in Mental Health Trusts between October 2015 and September 2016 increased by 9.1% over the preceding 12 months. Overall hours delivered by the bank increased by 8.2% while the proportion of hours filled by agency increased by 0.5% to 27.1% of total demand.



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