

National Trends

Spring 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. However, since Autumn 2013, Teaching hospitals now **include** both Foundation and Acute Trusts (but not Mental Health/Community).

From *Summer 2013*, *National Trends* has reported **hours** requested and filled.



NHS Professionals' commentary

Period covered: April 2014 to March 2016

By region

Across England (page 8), year-on-year demand for additional hours during the 12 months to the end of March 2016 continued to increase on a like-for-like basis. Hours requested increased by 11% compared with the 12 months to March 2015. Bank productivity continued to grow, increasing hours delivered by 6%. However, agency-filled hours also increased during the period by 4% reaching 27% of total hours requested.

In the North of England (page 9), hours requested increased by 18% over the full year to end March 2016 and bank-filled hours increased by 8%. Agency-filled hours increased by 6% to 21% of hours filled.

In the London area (page 10), hours requested for the year ending March 2016 increased by 6%, compared with the previous twelve months. Overall hours delivered by the bank decreased slightly (0.6%). Hours filled by agency increased by 2% to 35% of demand.

In the South of England (page 11), hours requested increased by 7% over the full 12 months and bank-filled hours increased by 10%. Meanwhile, agency filled hours increased by 2% to 29% of hours filled over the same period.

By Trust type

Hours requested by Acute Trusts (page 12) in the 12 months ending March 2016 increased by 16%. The number of hours delivered by the bank increased by 3% while the proportion of hours filled by agency increased by 8% over the period to 35% 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 8% while agency-filled hours increased slightly (0.5%) to 24% of hours filled.

In Foundation Trusts (excluding Mental Health Trusts, page 14), hours requested increased by 8% compared with the previous 12 months. Total hours delivered by the bank increased by 7% while hours filled by agency barely changed (up 0.1%) at 21% of the overall demand.

Hours requested in Mental Health Trusts (page 15) increased by 8% over the 12 months ending March 2016. Hours delivered by the bank increased by 5% while hours filled by agency increased by 2% to 26% 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 22% of all hours requested within 24 hours of the shift start time. This has fallen by 1% over the preceding 12 months and accounted for 23% of all agency hours requested.

The highest short-notice demand from acute Trusts came from the London area (17%), down 9% over the previous 12 months. But the fastest growing short-notice demand was in acute Trusts in the North (up 9%).

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	14.8%	1.3%	12.5%
North	14.3%	8.9%	11.6%
London	17.0%	-8.9%	14.4%
South	13.2%	4.9%	10.8%
Acute	14.0%	3.9%	13.0%
Teaching	15.6%	-1.0%	13.5%
Foundation	15.4%	-0.3%	11.9%
MH	21.9%	-1.3%	23.0%

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.

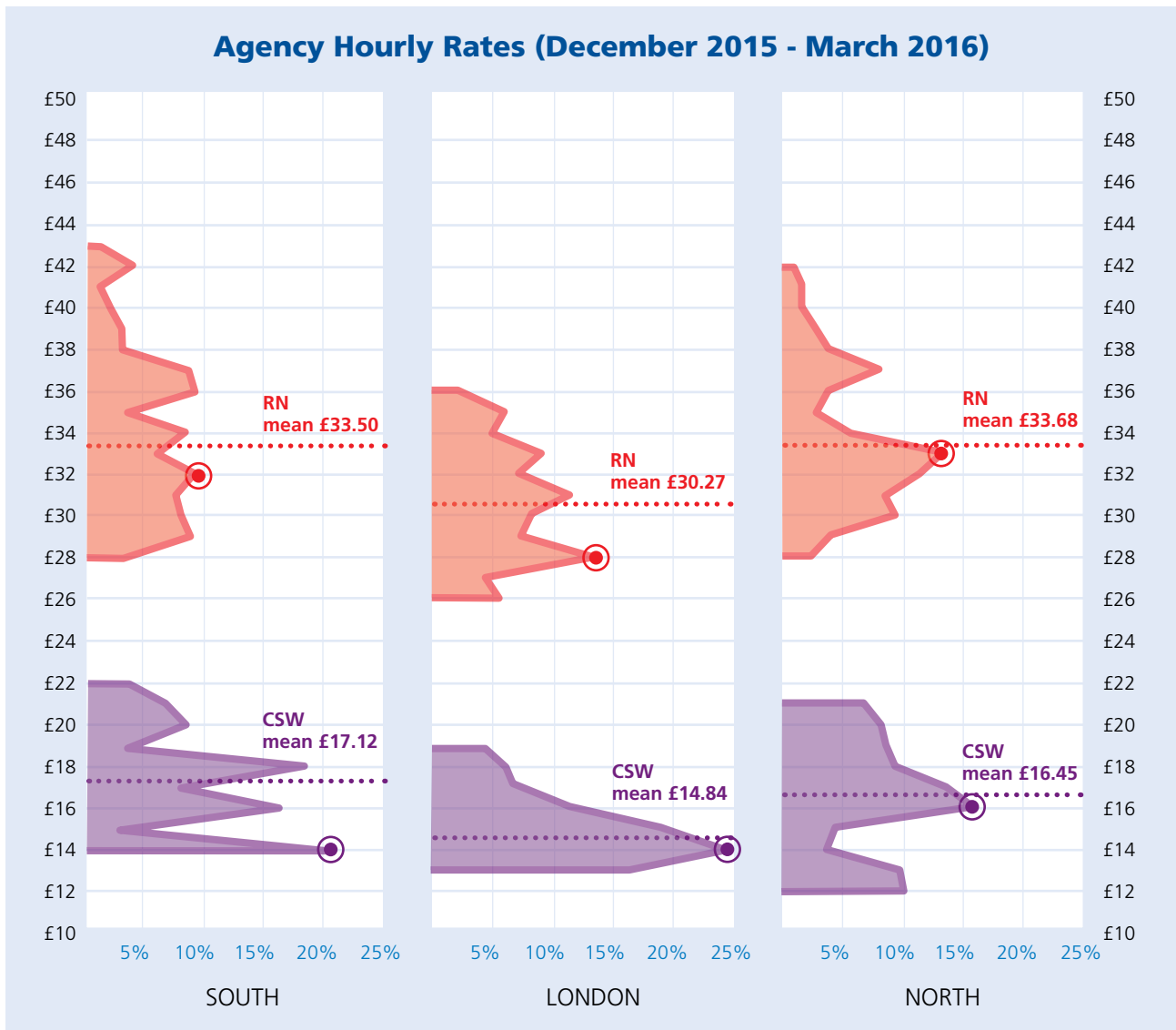


Staffing Agency Rates

The data shown in the chart below indicates the spread of agency hourly rates recorded between December 2015 and March 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).

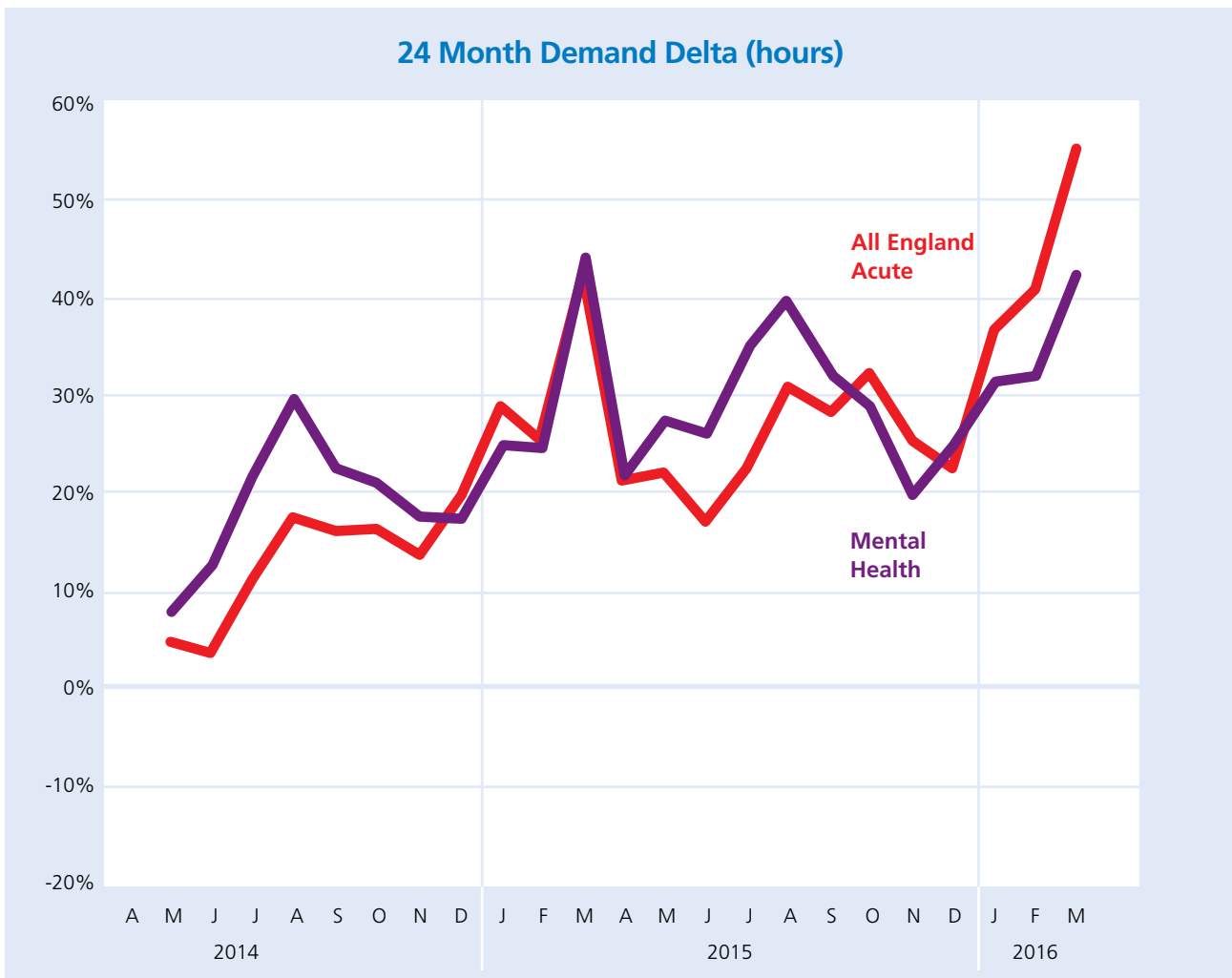
The North had the highest average rates for registered agency nurses (£33.68) and the South the highest average rate for healthcare support staff (£17.12).



Demand trends

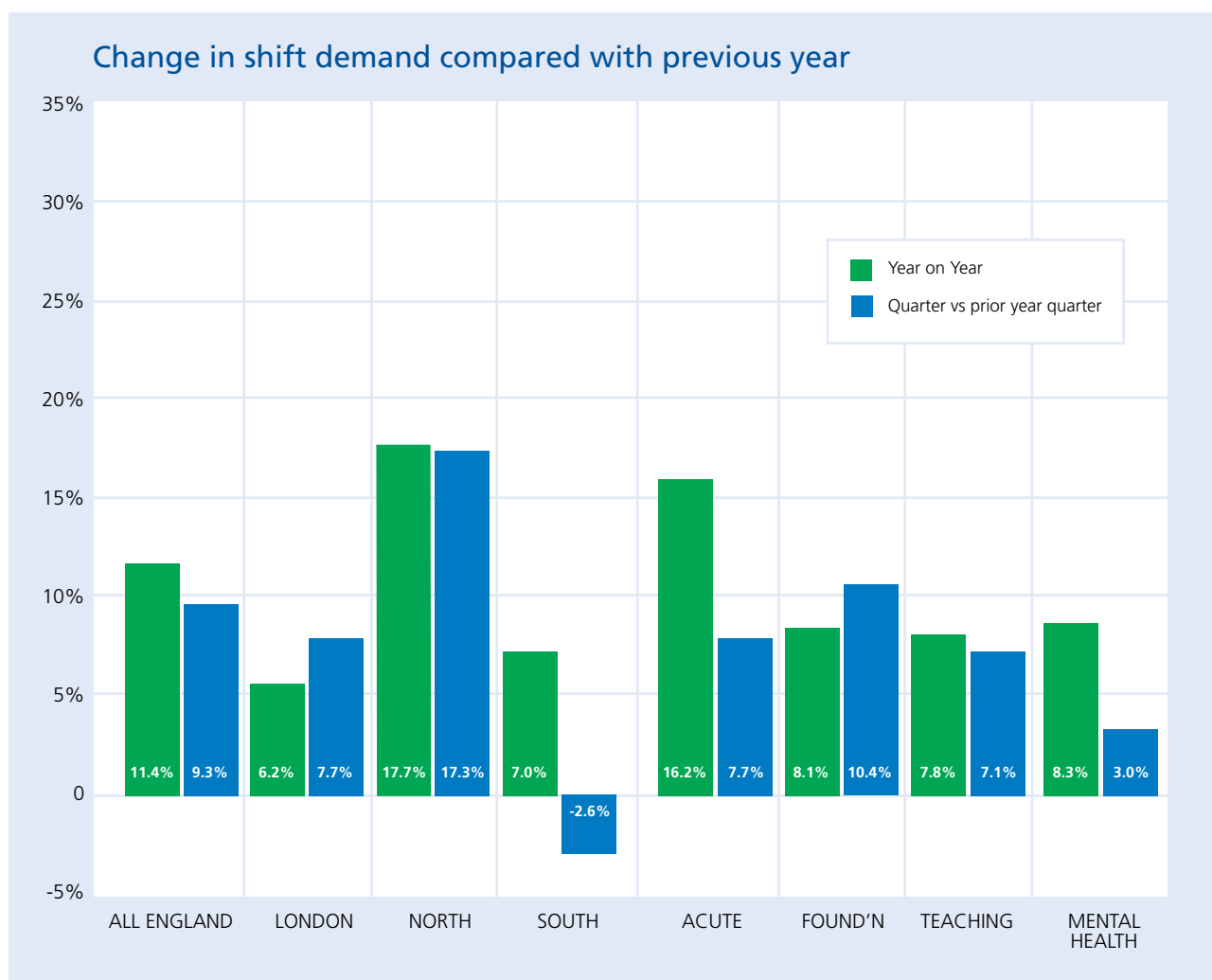
Demand in Acute Trusts across England has increased by 56% over the 24 months to end March 2016.

At the same time, hours requested in Mental Health and Community Trusts across England has increased by 43%.

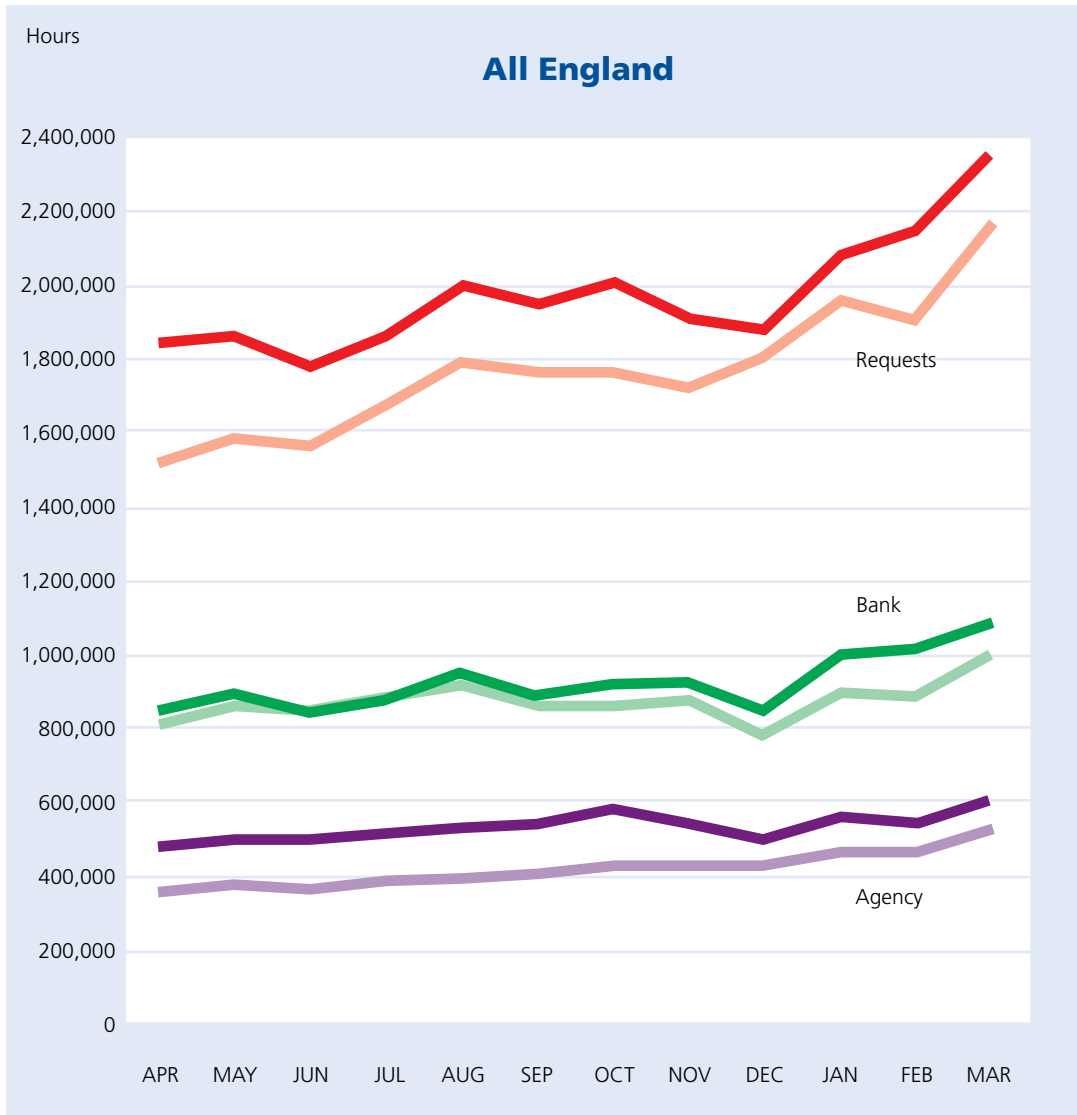


What's changed?

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 March 2016 and the previous 12-month period, as well as the quarter comparison between the period January 2016 to March 2016 and January 2015 to March 2015.

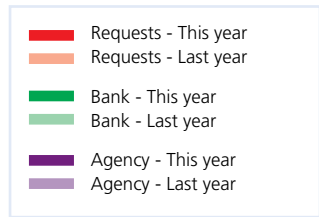


Temporary Nursing Shift Demand by Region (excluding Mental Health)



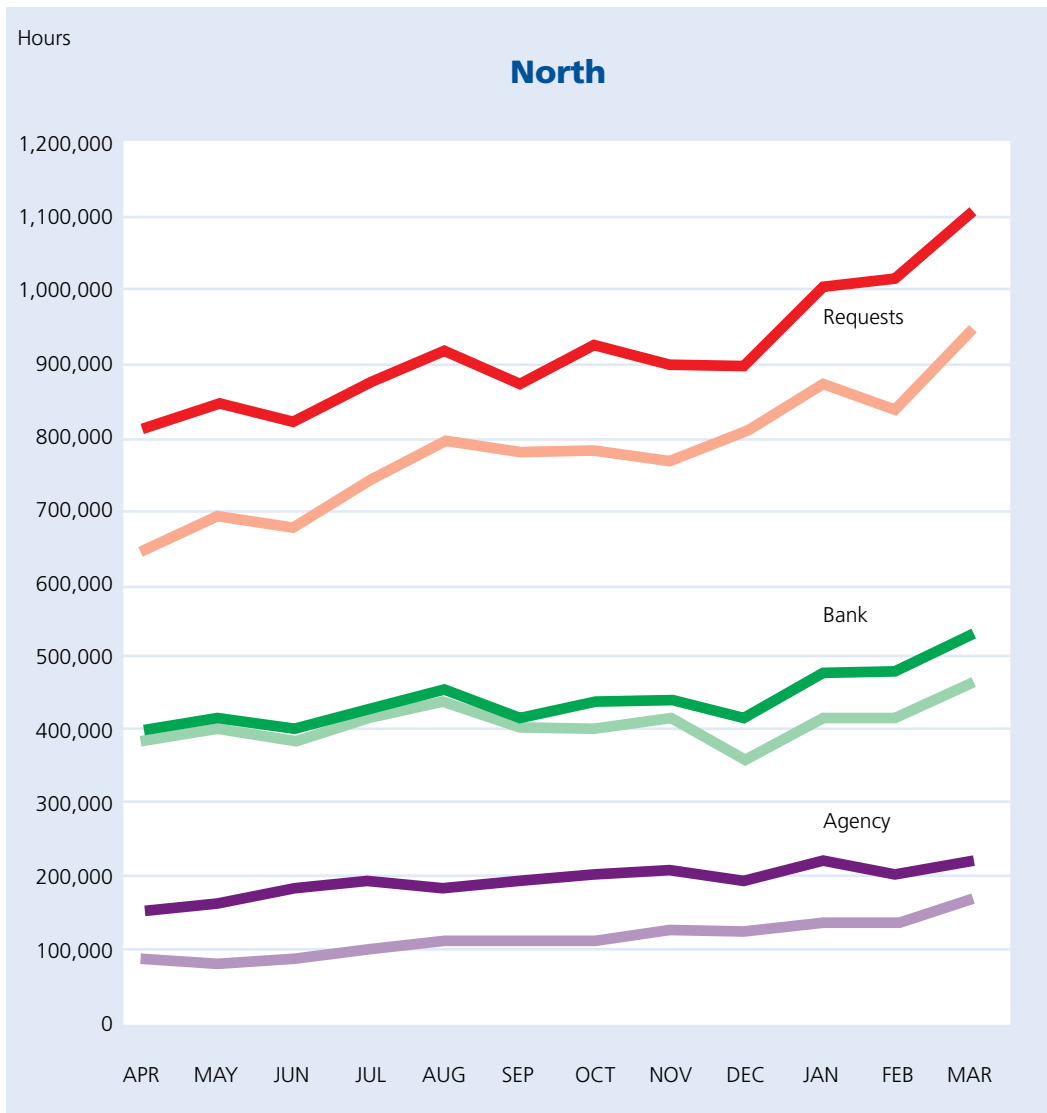
Sample size = 36 Trusts

Demand for the 12 months ending March 2016 increased by 11.4%, compared with the 12 months between April 2014 and March 2015. Hours delivered by the bank increased by 5.6% while hours filled by agency increased as a proportion of hours requested by 3.5% to 27.0%.



Temporary Nursing Shift Demand by Region

(excluding Mental Health)

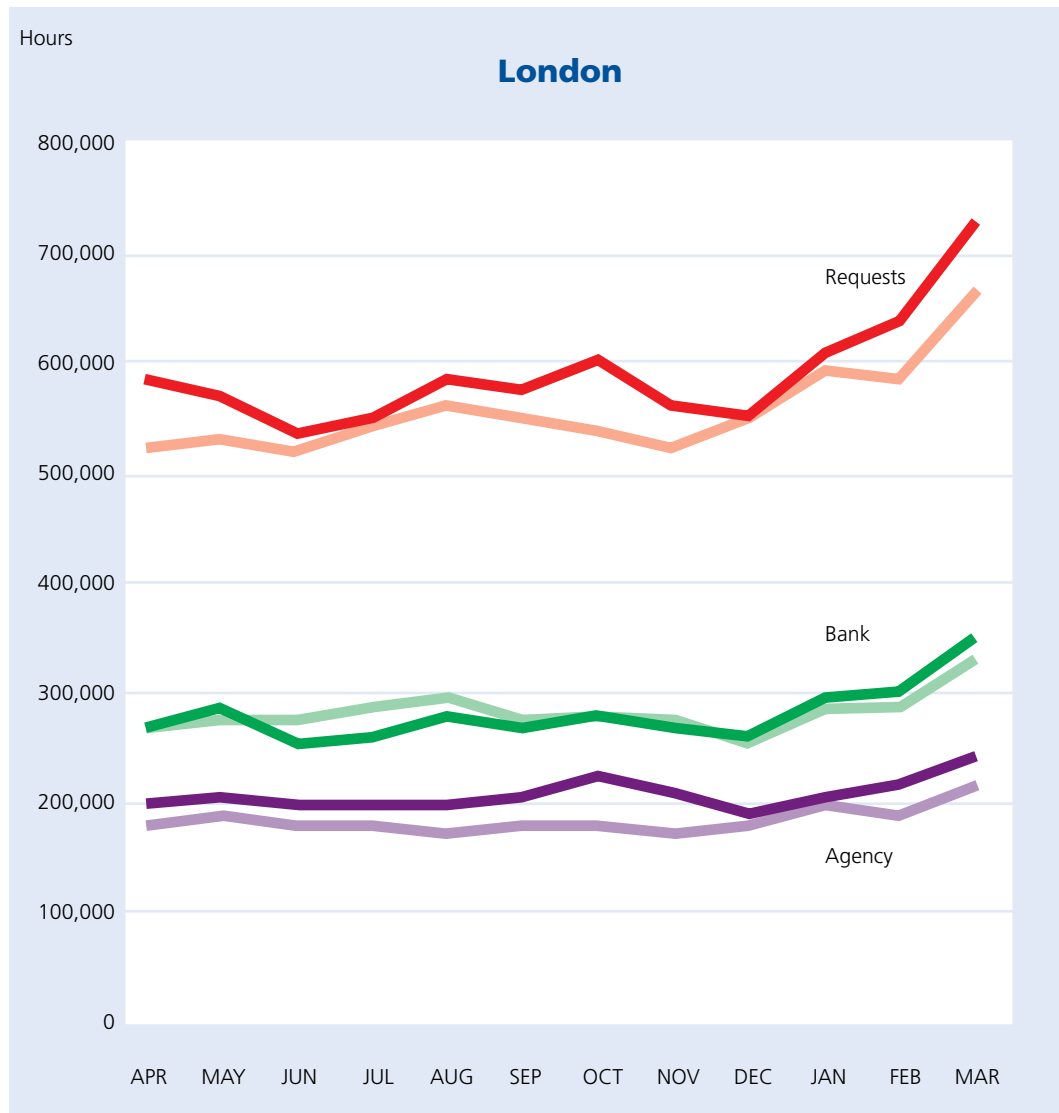


In the North, demand for the year ending March 2016 increased by 17.7% compared with the previous 12 months. Hours delivered by the bank increased by 8.0% while the proportion of hours filled by agency increased by 6.0% to 20.8% of total demand.

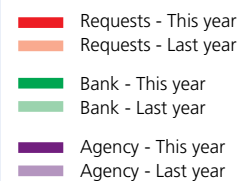


Temporary Nursing Shift Demand by Region

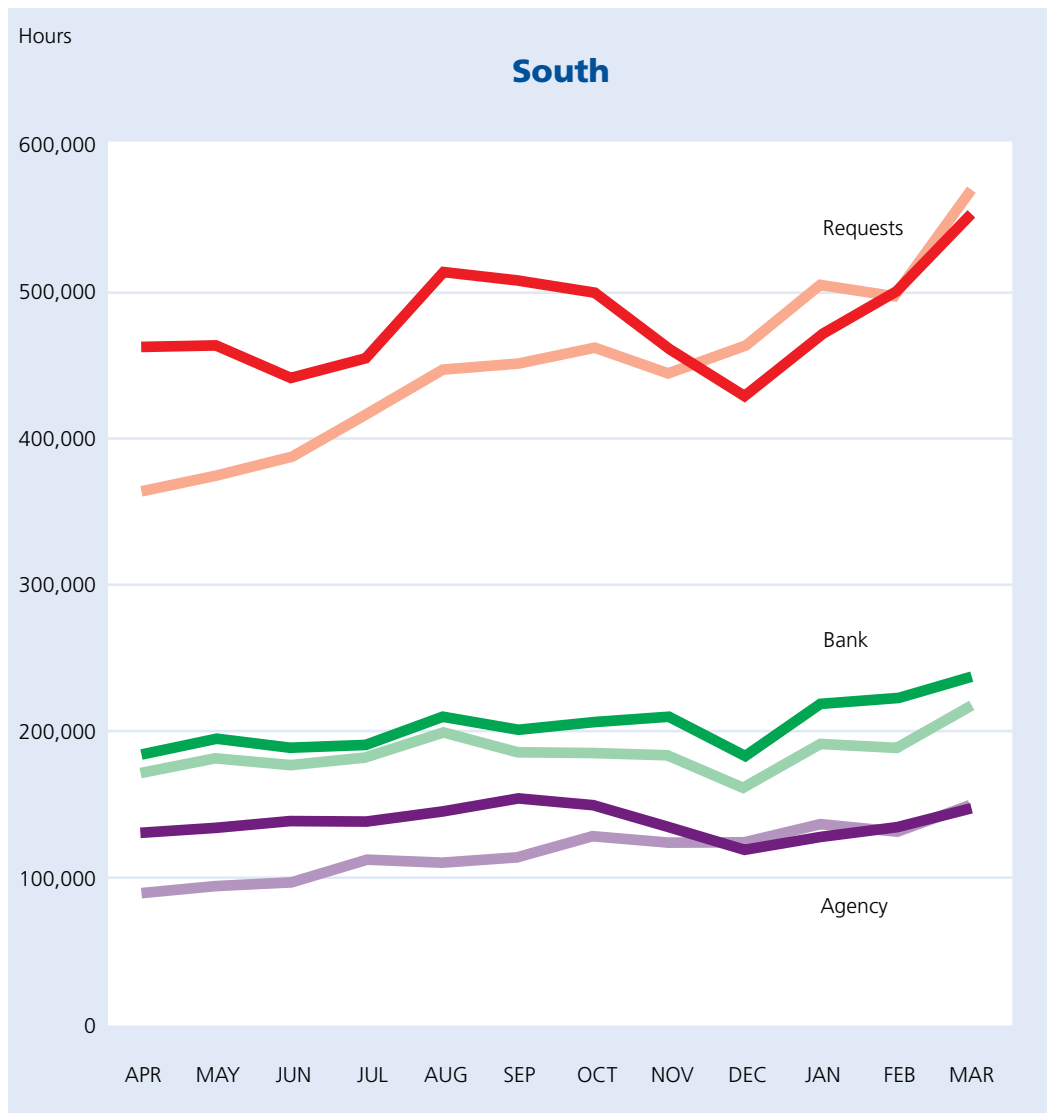
(excluding Mental Health)



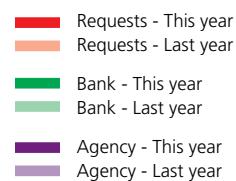
In London, demand for the year ending March 2016 increased by 6.2%, compared with the previous 12 month period. Overall hours delivered by the bank decreased slightly by 0.6%. The proportion of hours filled by agency increased by 1.9% to 34.6% of entire demand.



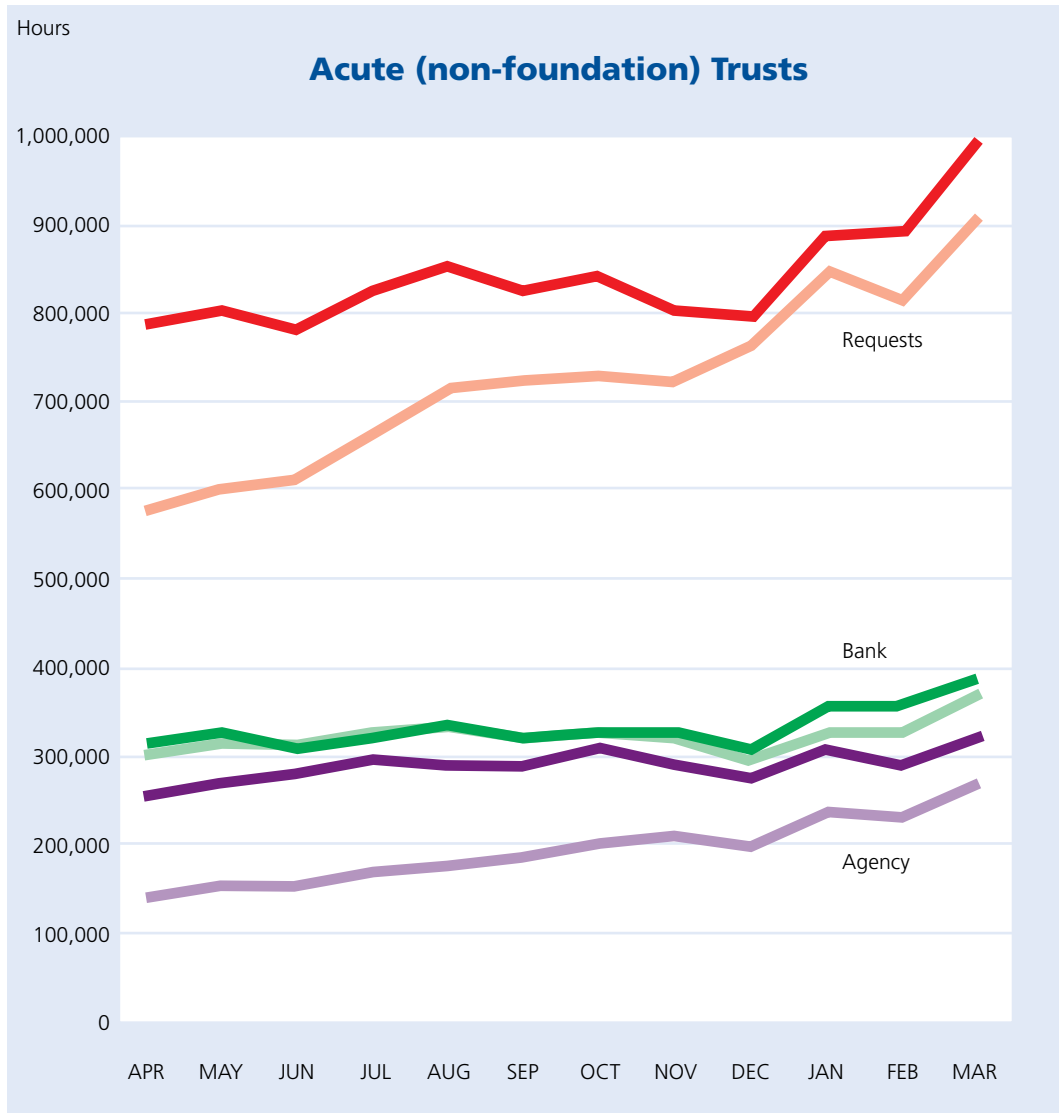
Temporary Nursing Shift Demand by Region (excluding Mental Health)



Demand in the South for the 12 months ending March 2016 increased by 7.0% compared with the corresponding 12 months in 2014/15. The total hours delivered by the bank increased by 9.8% while the proportion of hours filled by agency increased by 2.4% to 28.8% of total demand.

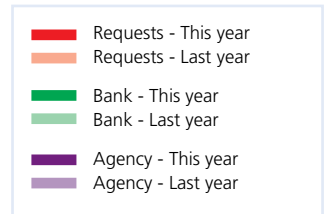


Temporary Nursing Shift Demand by Trust Type

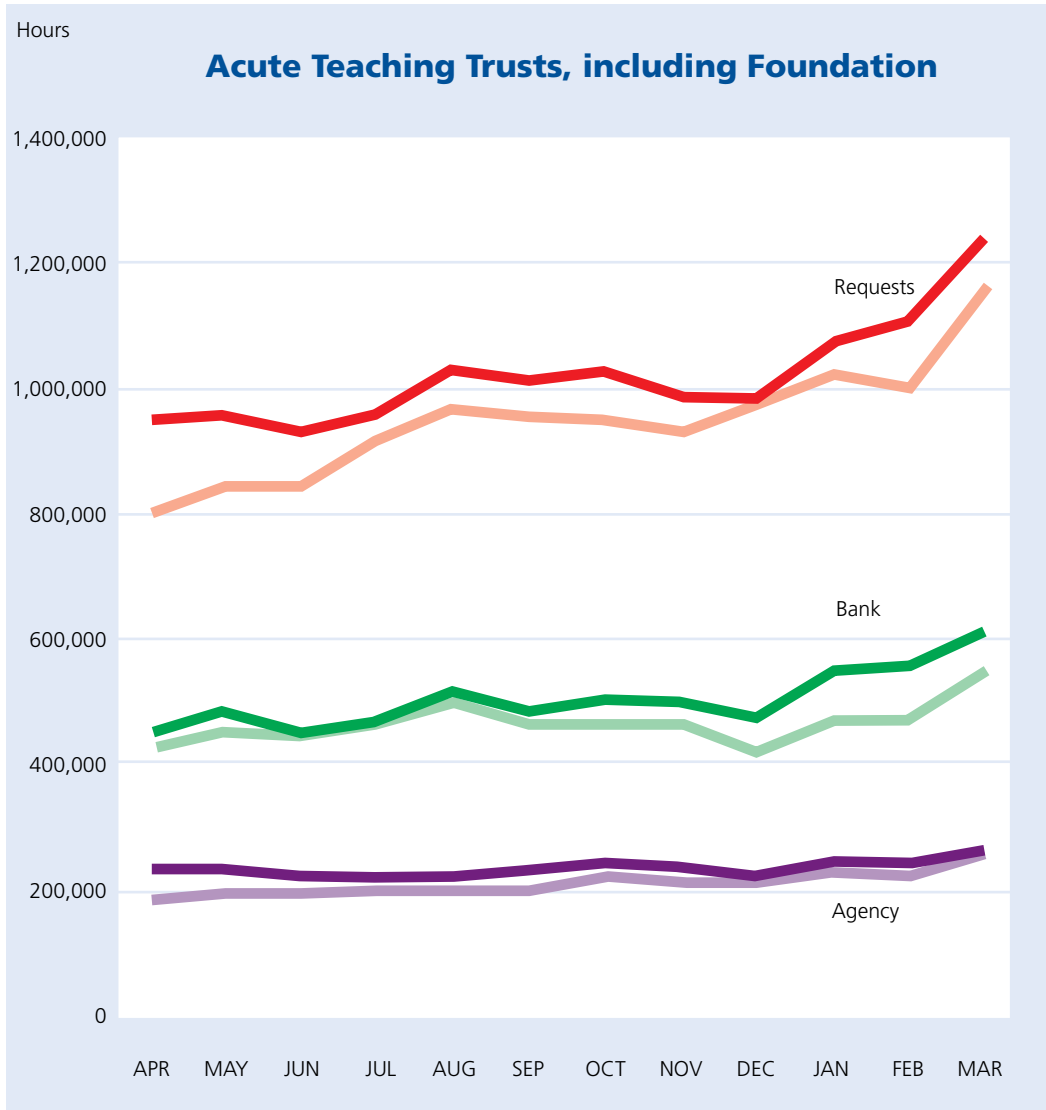


Sample size = 14 Trusts

In Acute Trusts, between April 2015 to March 2016 demand increased by 16.2% over the preceding 12 months. The number of hours delivered by the bank increased 3.0% while the proportion of hours filled by agency increased by 7.9% to 34.6% of overall demand.

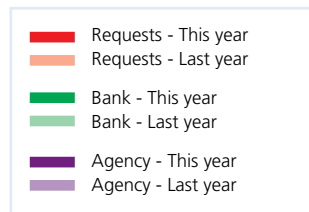


Temporary Nursing Shift Demand by Trust Type

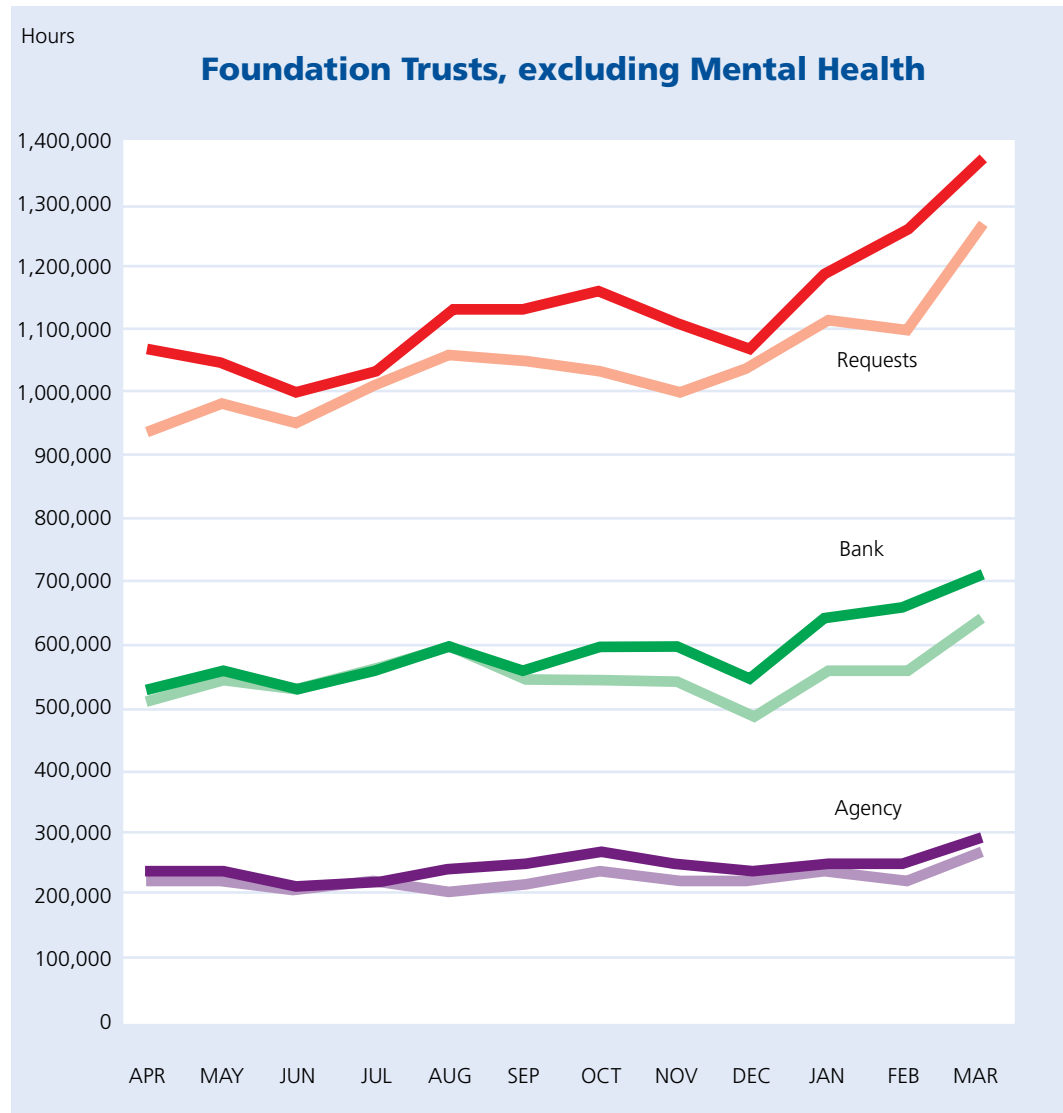


Sample size = 15 Trusts

In the year ending March 2016 demand in Teaching Trusts increased by 7.8%. Hours delivered by the bank increased by 7.5%. The proportion of hours filled by agency increased by 0.5% to 23.5% of total demand.

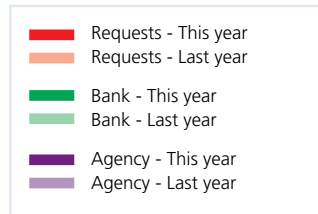


Temporary Nursing Shift Demand by Trust Type

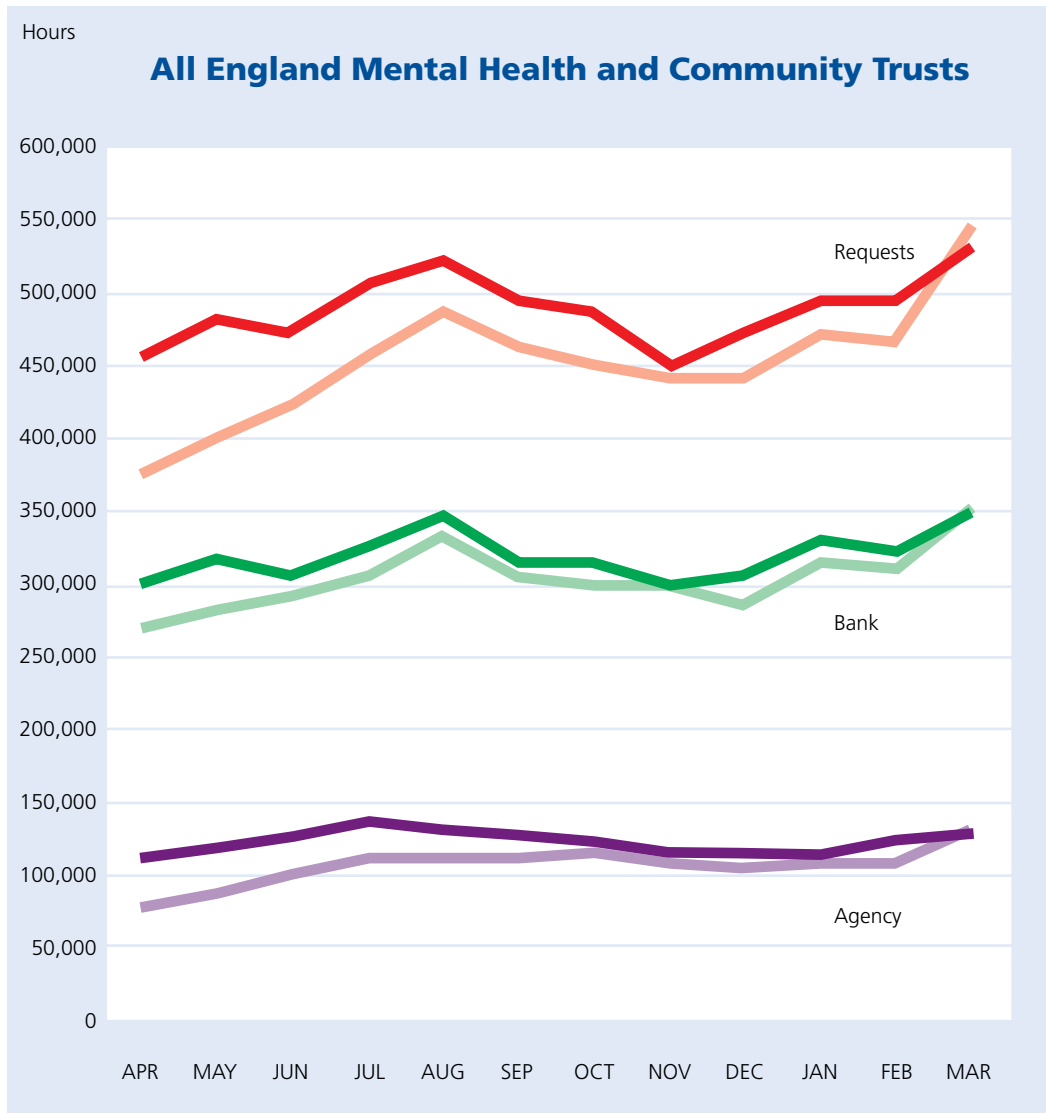


Sample size = 22 Trusts

Demand in Foundation Trusts for the 12 months ending March 2016 increased by 8.1% compared with the previous year ending March 2015. Total hours delivered by the bank increased by 7.1% while the proportion of hours filled by agency increased by 0.1% to 21.4% of the overall demand.

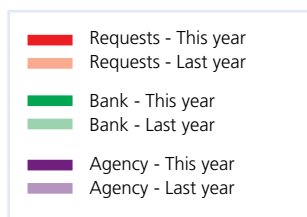


Temporary Nursing Shift Demand by Trust Type



Sample size = 13 Trusts

Demand in Mental Health Trusts between April 2015 and March 2016 increased by 8.3% over the preceding 12 months. Overall hours delivered by the bank increased by 5.0% while the proportion of hours filled by agency increased by 1.7% to 25.5% of total demand.



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