

National Trends

Winter 2017

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: : January 2016 – December 2017

By region

Across England (page 8), year-on-year demand for additional hours during the 12 months to the end of December 2017 continued to increase on a like-for-like basis. Hours requested increased by 9% compared with the 12 months to December 2016. Bank productivity continued to grow, increasing hours delivered by 19%. However, agency-filled hours decreased by 5%, providing 19% of total hours requested.

In the North of England (page 9), hours requested increased by 9% over the full 12 months to end December 2017 and bank-filled hours increased by 14%. Agency-filled hours decreased by 3% to 14% of hours filled.

In the London area (page 10), hours requested for the year ending December 2017 increased by 6%, compared with the previous twelve months. Overall hours delivered by the bank increased by 23%. Hours filled by agency decreased by 8% to 25% of demand.

In the South of England (page 11), hours requested increased by 14% over the full 12 months and bank-filled hours increased by 25%. Meanwhile, agency filled hours decreased by 6% to 19% of hours filled over the same period.

By Trust type

Hours requested by Acute Trusts (page 12) in the 12 months ending December 2017 increased by 10%. The numbers of hours delivered by the bank increased by 23% while the proportion of hours filled by agency decreased by 6% over the period to 25% of overall demand.

Hours requested in Teaching Trusts (page 13) increased by 7% compared with the previous year. Hours delivered by the bank increased by 17% while agency-filled hours decreased by 5% to 17% 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 17%, while hours filled by agency decreased by 5% to 14% of the overall demand.

Hours requested in Mental Health Trusts (page 15) decreased by nearly 1% over the 12 months ending December 2017. Hours delivered by the bank increased by 4% while hours filled by agency decreased by 3% to 23% 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 up by just over 1% over the preceding 12 months and accounted for 21% of all agency hours requested.

The highest short-notice demand from Acute Trusts came from the London Area (18%), up 12% over the previous 12 months. But the fastest growing short-notice demand was in the South, (up 15%).

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	15.3%	8.2%	12.8%
North	14.1%	2.6%	9.1%
London	17.6%	12.4%	16.1%
South	14.7%	14.8%	12.8%
Acute	14.3%	10.7%	11.7%
Teaching	16.4%	8.4%	14.3%
Foundation	16.0%	6.9%	14.0%
MH	19.8%	1.1%	20.7%

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.



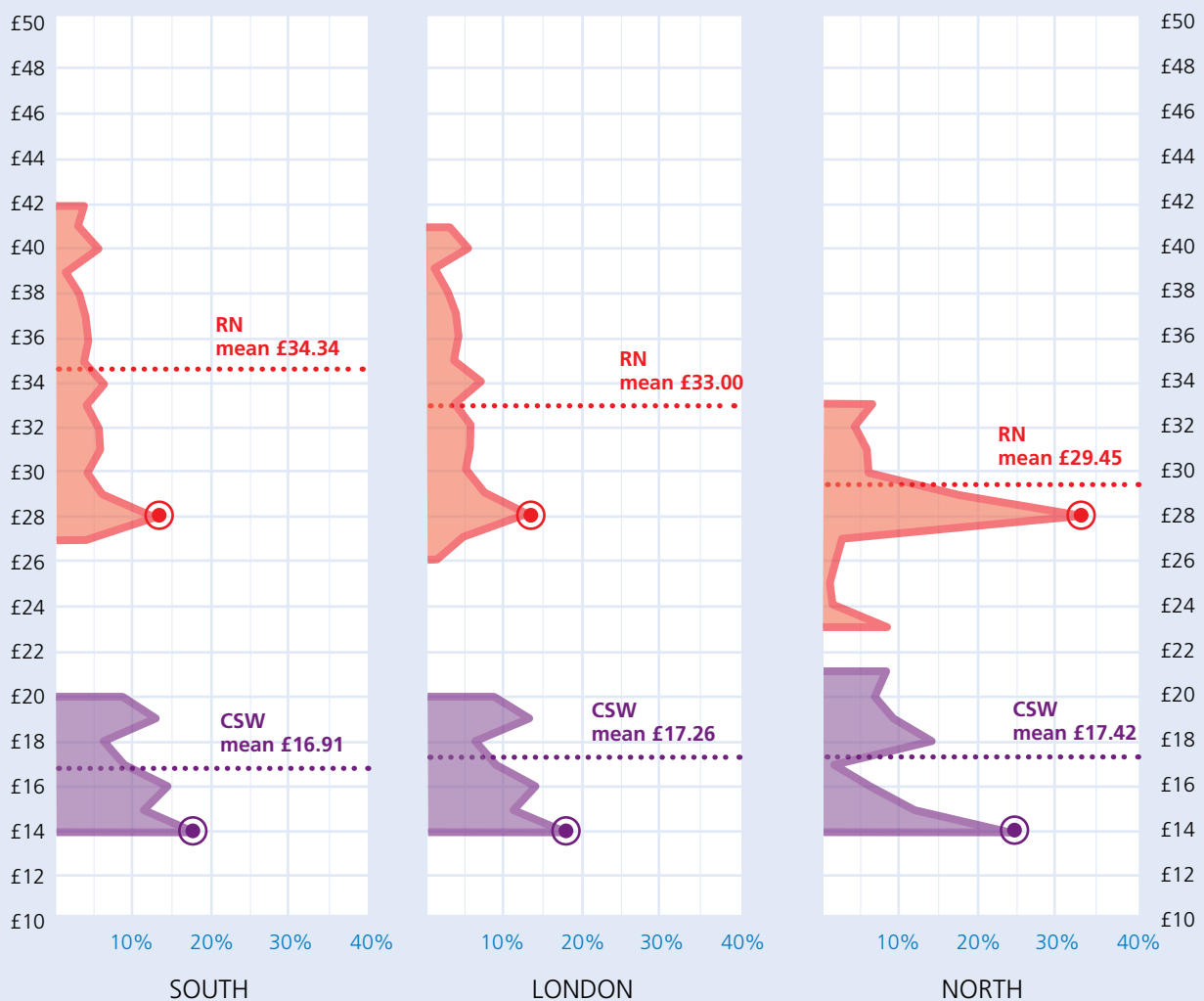
Staffing Agency Rates

The data shown in the chart below indicates the spread of agency hourly rates recorded between October and December 2017 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 South had the highest average rates for registered agency nurses (£34.34) and the North had the highest average rate for healthcare support staff (£17.42).

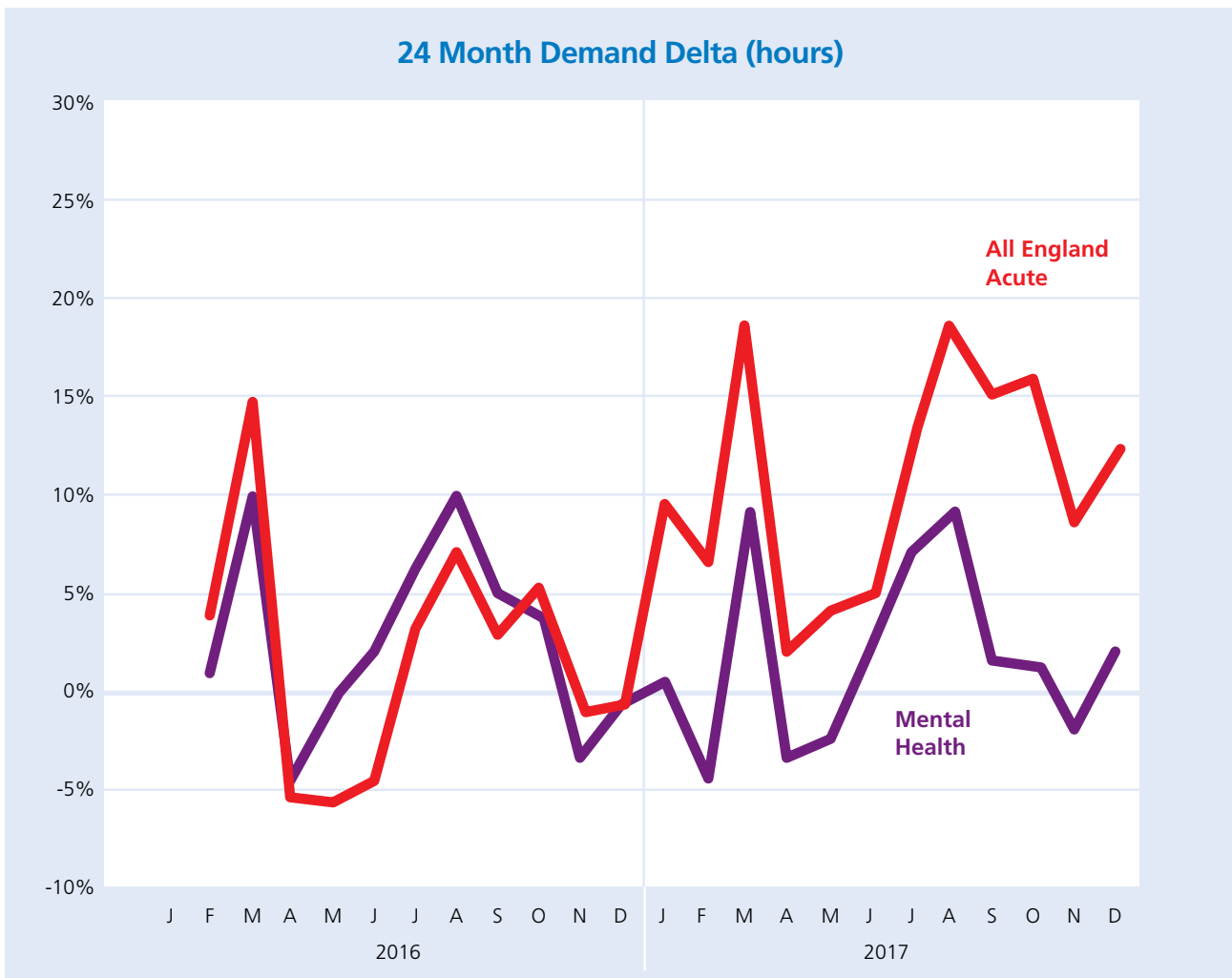
Agency Hourly Rates (October - December 2017)



Demand trends

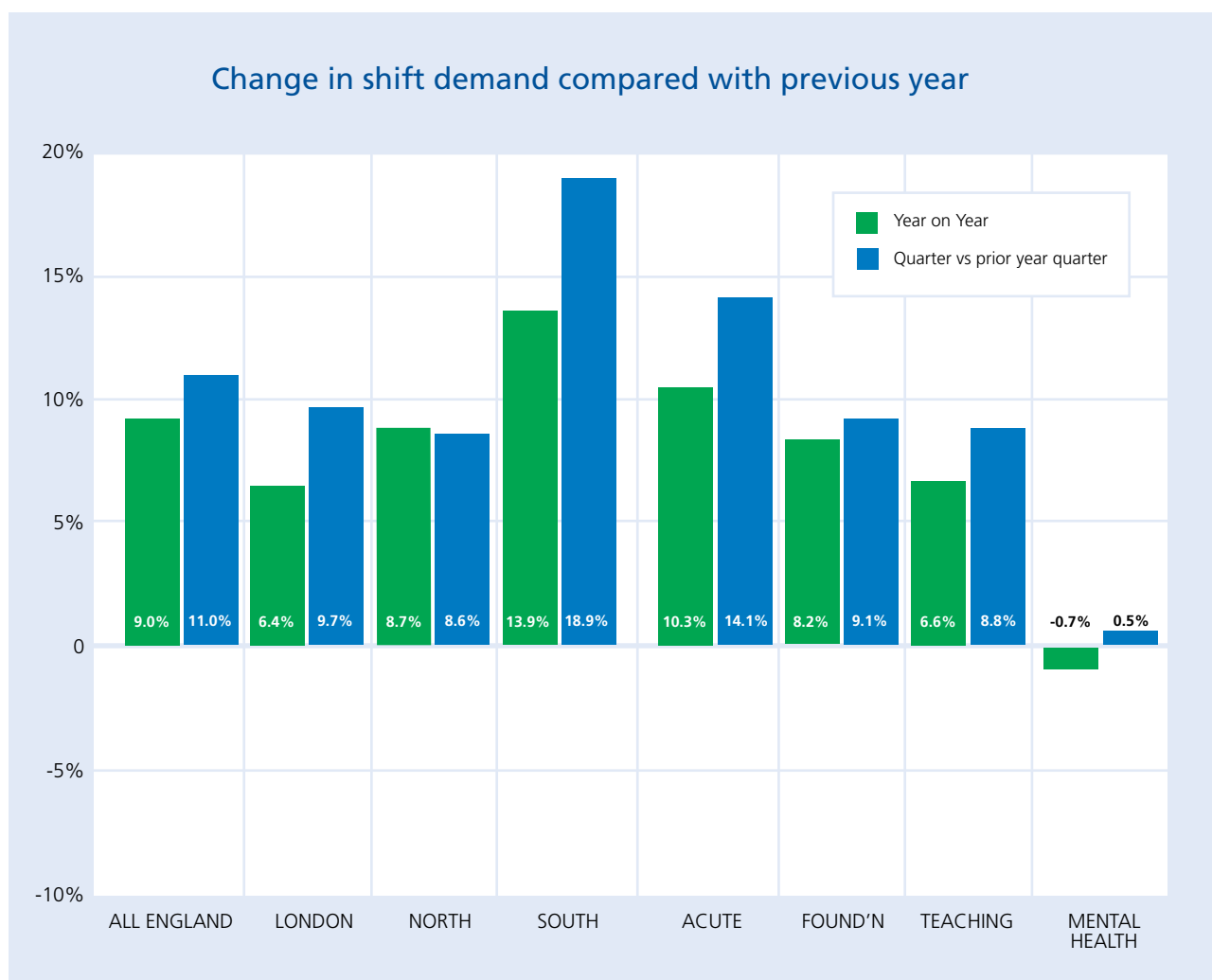
Demand in Acute Trusts across England has increased by 12% over the 24 months to end December 2017. During the same period the bank supply has grown by 34%.

At the same time, hours requested in Mental Health and Community Trusts across England has increased by 2% and the bank supply has grown by 4%.

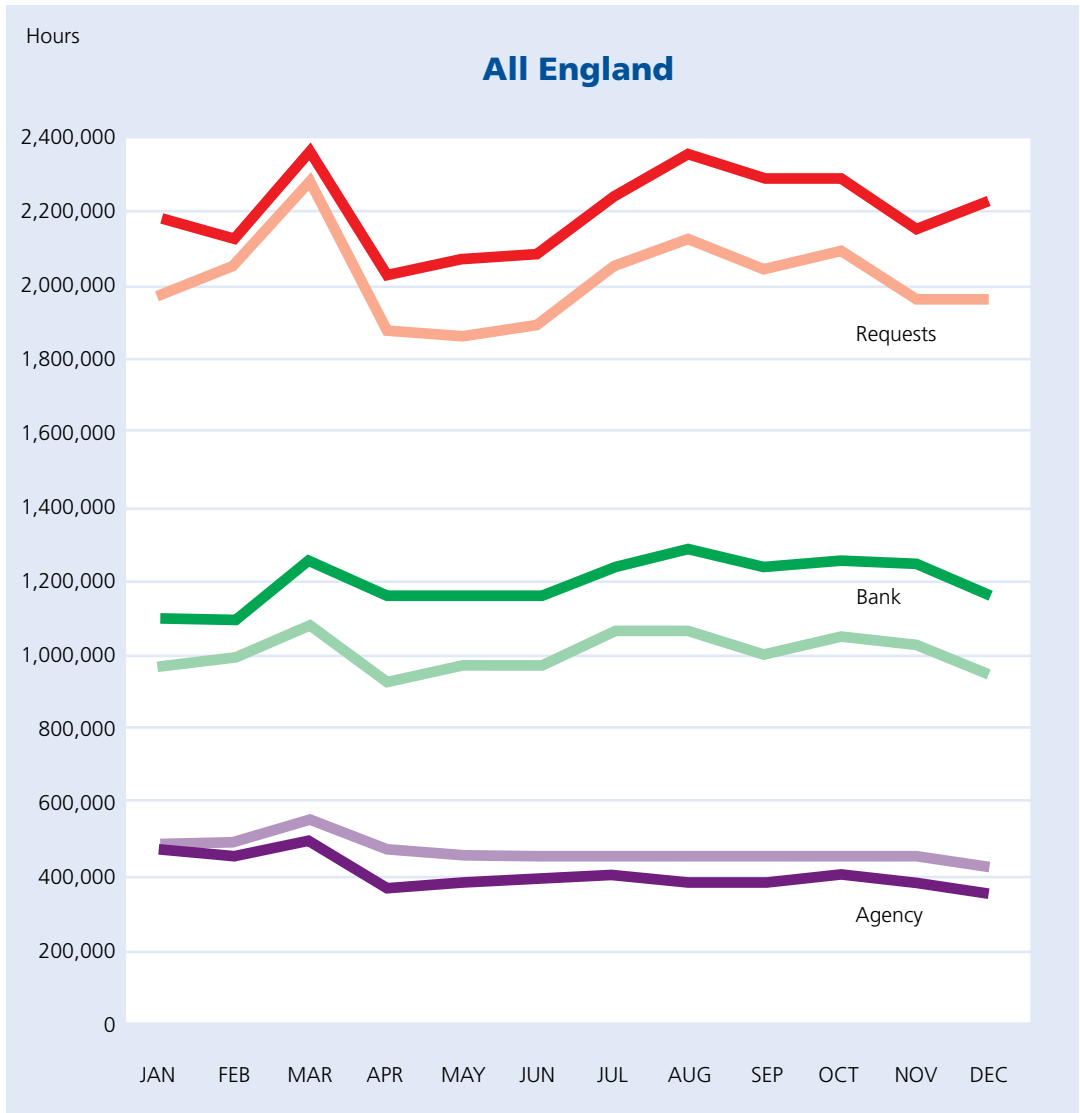


What's changed?

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 ending December 2017 and the previous 12-month period, as well as the quarter comparison between the period October 2017 to December 2017 and October 2016 to December 2016.

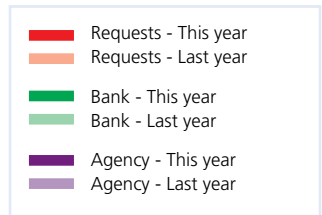


Temporary Nursing Shift Demand by Region (excluding Mental Health)

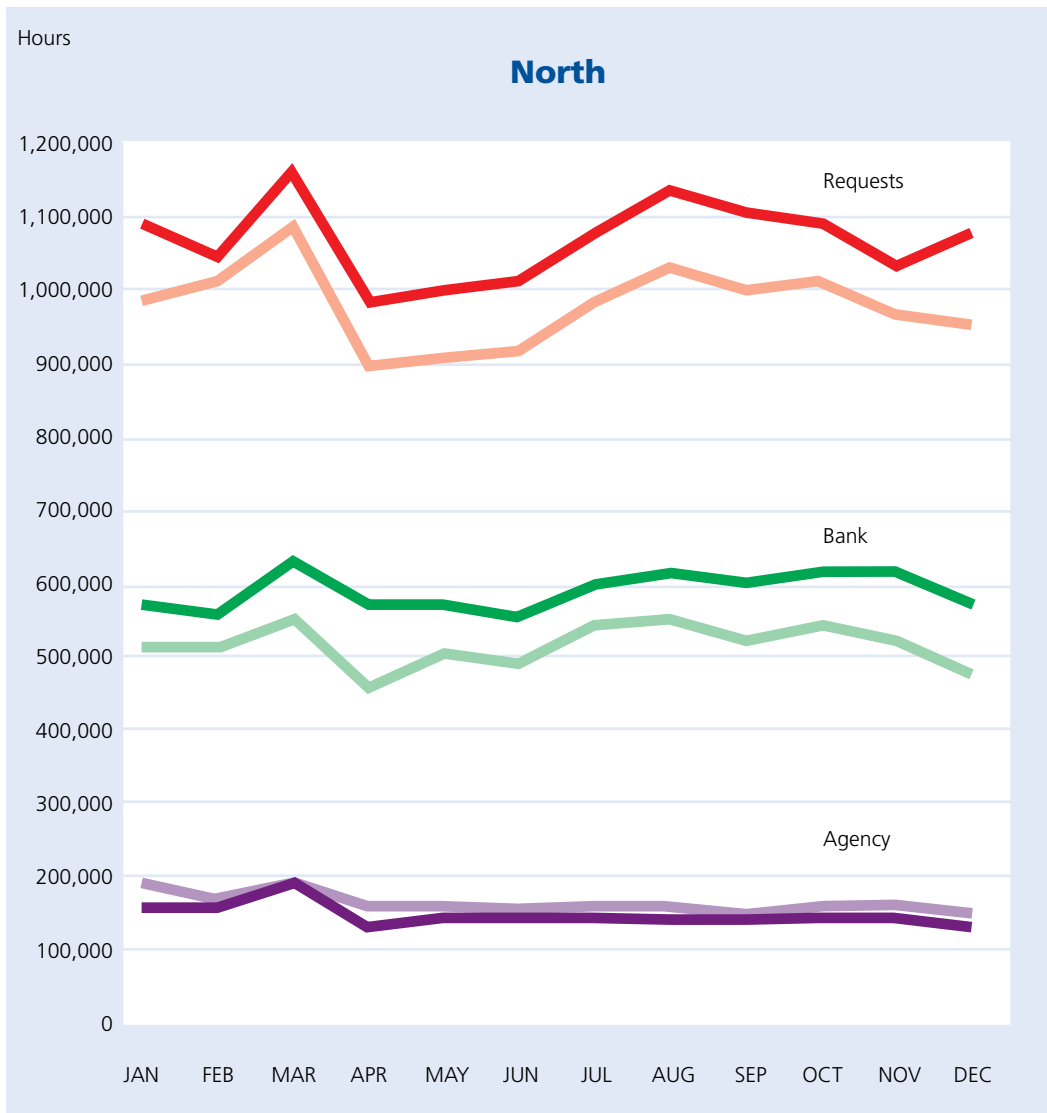


Sample size = 36 Trusts

Demand for the 12 months ending December 2017 increased by 9.0%, compared with the 12 months between January 2016 to December 2016. Hours delivered by the bank increased by 18.7%, while hours filled by agency decreased as a proportion of hours requested by 4.9% to 18.6% of total demand.



Temporary Nursing Shift Demand by Region (excluding Mental Health)

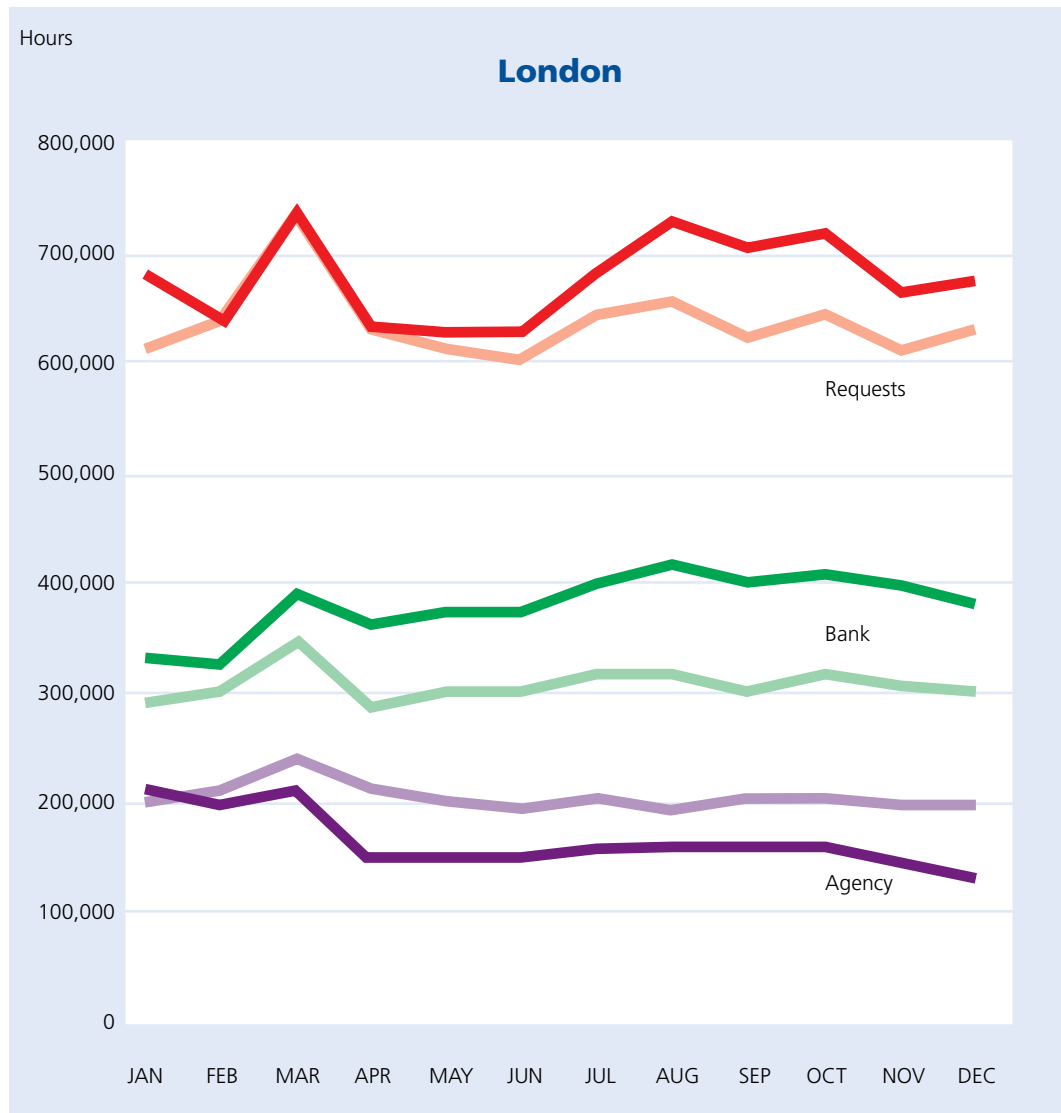


Sample size = 22 Trusts

In the North, demand for the year ending December 2017 increased by 8.7% compared with the previous 12 months. Hours delivered by the bank increased by 14.3% while the proportion of hours filled by agency decreased by 2.7% to 14.2% of total 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)



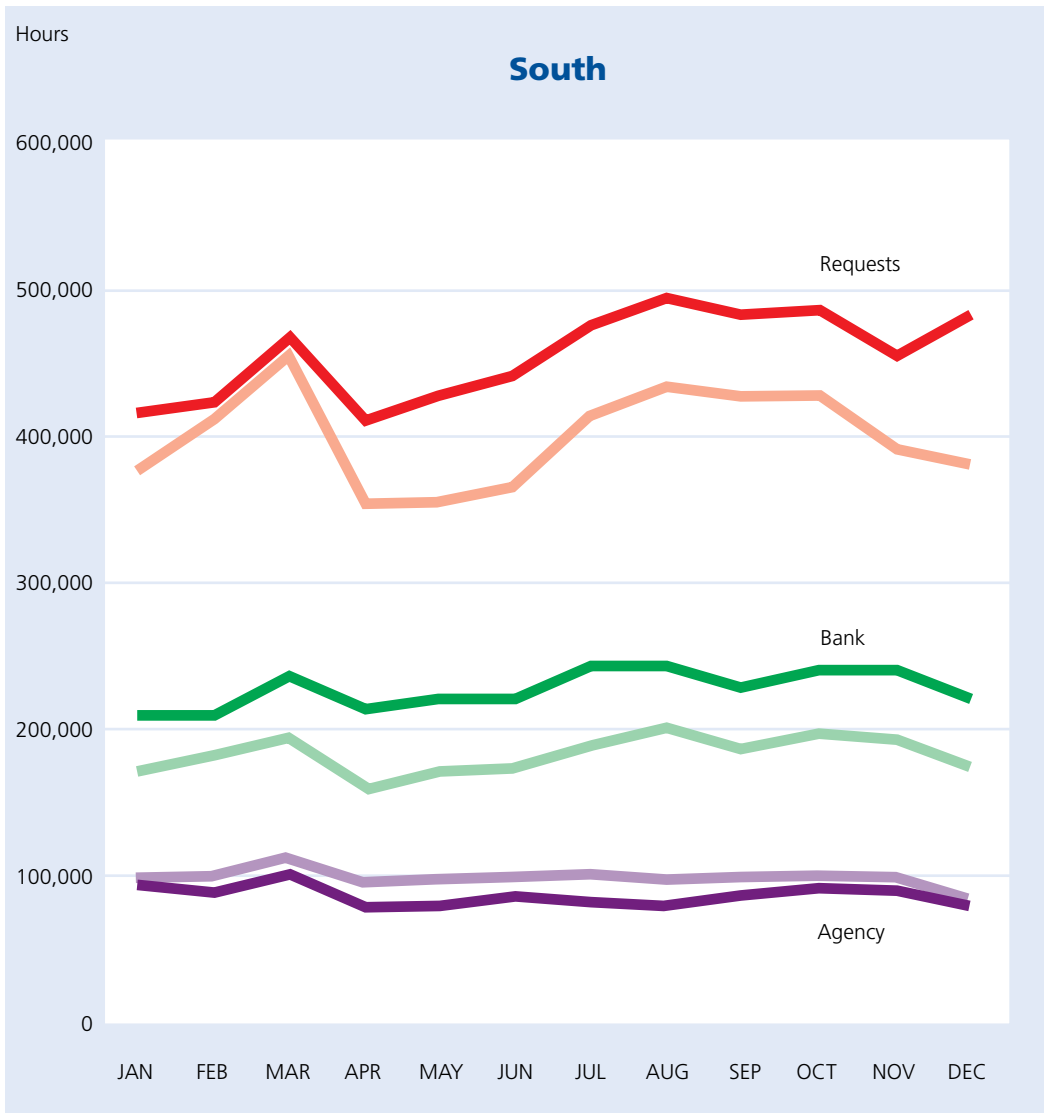
Sample size = 8 Trusts

In London, demand for the year ending December 2017 increased by 6.4%, compared with the previous 12 months. Overall hours delivered by the bank increased by 22.7%. The proportion of hours filled by agency decreased by 7.7% to 25.1% of entire demand.

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

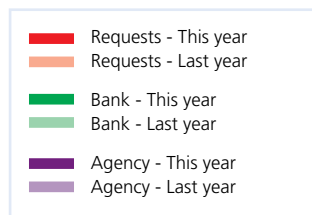


Temporary Nursing Shift Demand by Region (excluding Mental Health)

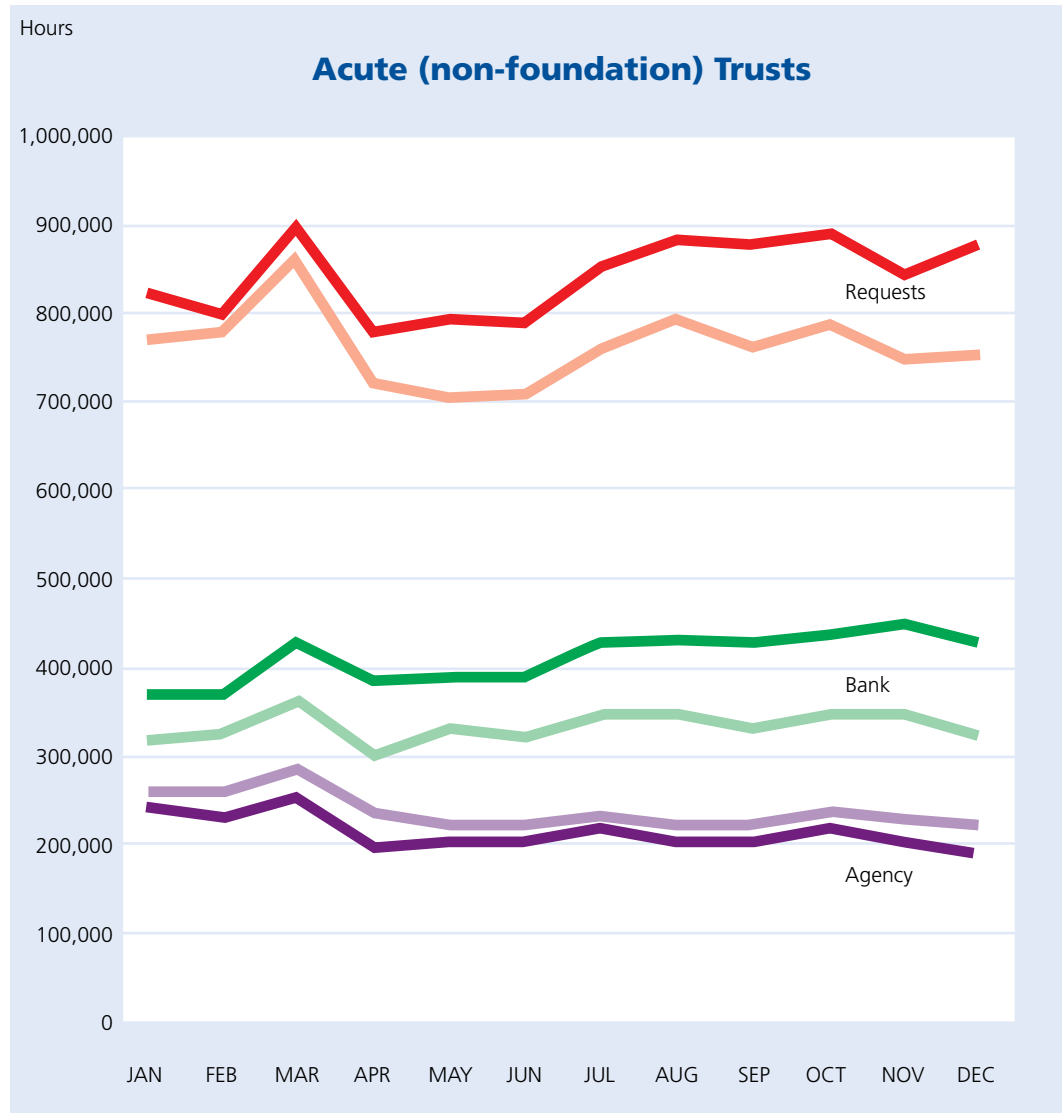


Sample size = 6 Trusts

Demand in the South for the 12 months ending December 2017 increased by 13.9% compared with the corresponding 12 months to December 2016. The total hours delivered by the bank increased by 24.5% while the proportion of hours filled by agency decreased by 5.6% to 19.3% of total demand.

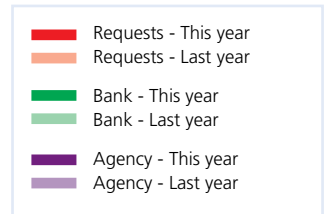


Temporary Nursing Shift Demand by Trust Type

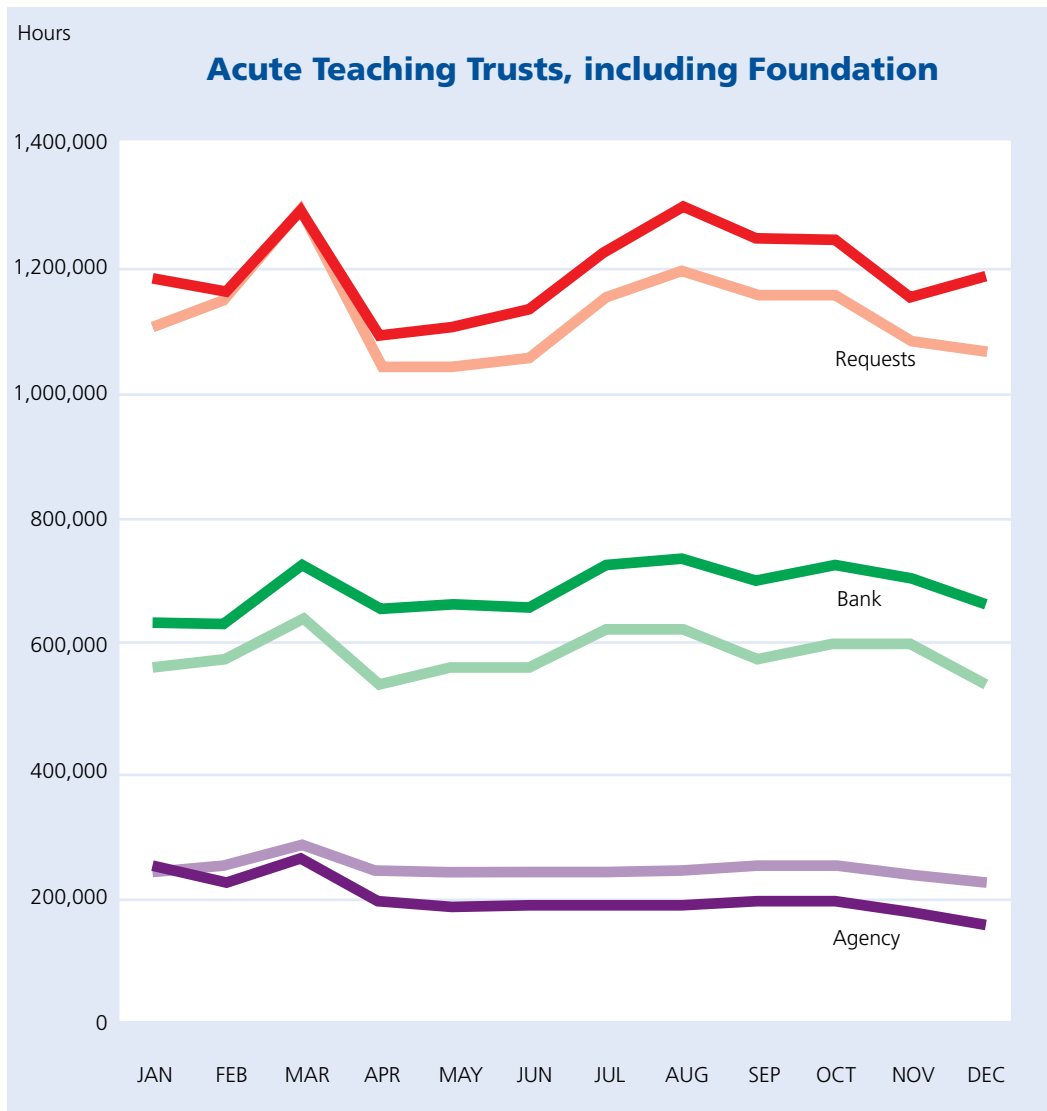


Sample size = 13 Trusts

In Acute Trusts, between January 2016 to December 2016, demand increased by 10.3% over the preceding 12 months. The number of hours delivered by the bank increased by 23.3% while the proportion of hours filled by agency decreased by 5.7% to 25.4% of overall demand.

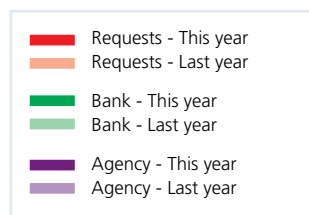


Temporary Nursing Shift Demand by Trust Type

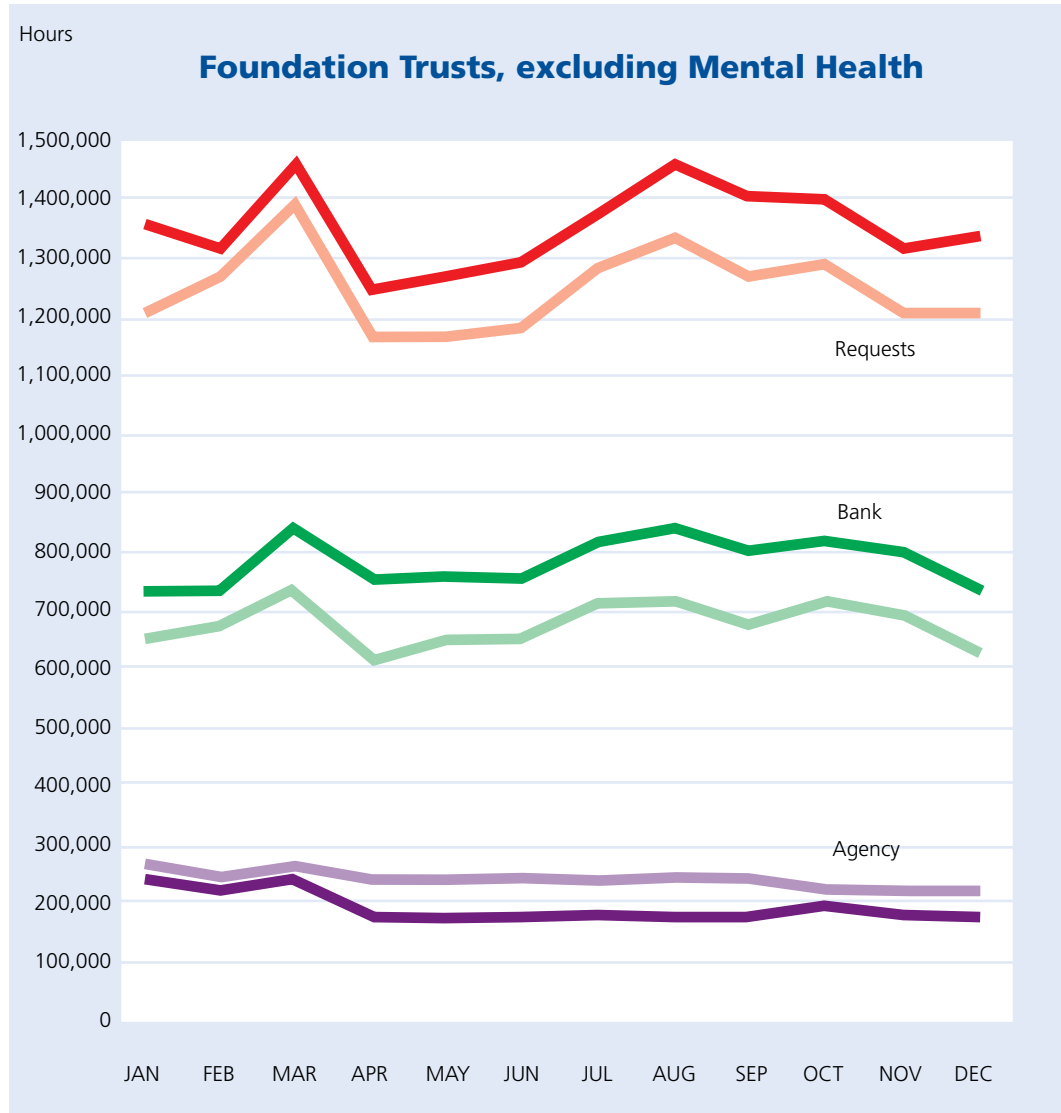


Sample size = 16 Trusts

In the year ending December 2017 demand in Teaching Trusts increased by 6.6%. Hours delivered by the bank increased by 17.2%. The proportion of hours filled by agency decreased by 5.1% to 16.6% of total demand.



Temporary Nursing Shift Demand by Trust Type



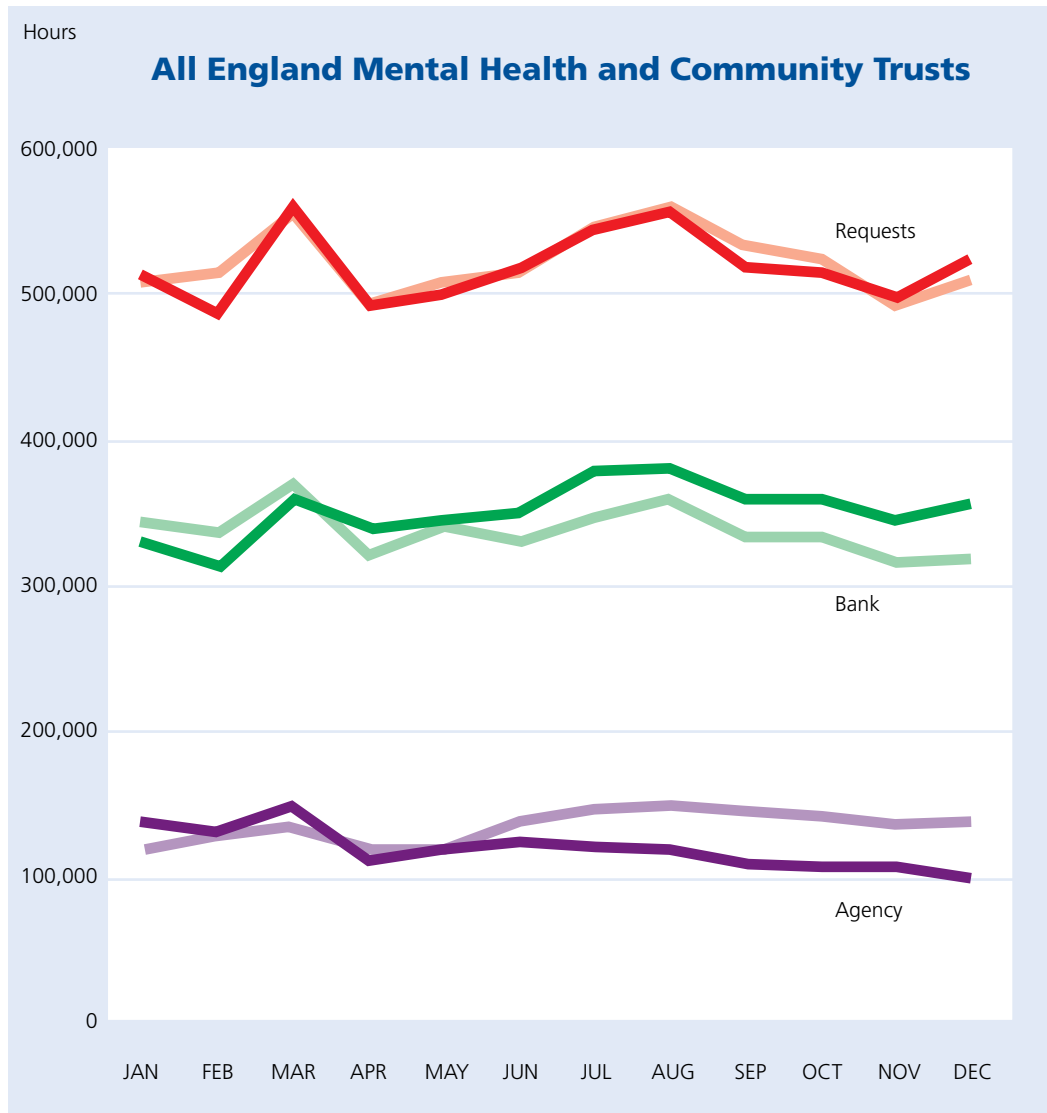
Sample size = 23 Trusts

Demand in Foundation Trusts for the 12 months ending December 2017 increased by 8.2% compared with the previous year ending December 2016. Total hours delivered by the bank increased by 16.5% while the proportion of hours filled by agency decreased by 4.5% to 14.4% of the overall demand.

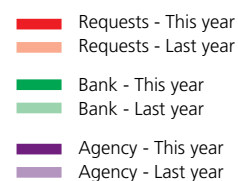
- Requests - This year
- Requests - Last year
- Bank - This year
- Bank - Last year
- Agency - This year
- Agency - Last year



Temporary Nursing Shift Demand by Trust Type



Demand in Mental Health Trusts between October 2016 to December 2017 decreased by 0.7% over the preceding 12 months. Overall hours delivered by the bank increased by 4.1% while the proportion of hours filled by agency decreased by 2.8% to 23.2% of total demand.



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