

Allocate Awards 2019

Winner: Making Your Organisation A Great Place To Work

Sheffield Children's NHS Foundation Trust

Using SafeCare resulting in reduced sickness absence and a decrease in temporary staffing



Sheffield Children's Hospital implemented Allocate software on its neuroscience specialist ward to accurately record and display staffing data, which ensured the ward received the additional staff and support it needed to make it a great place to work.

Before implementing HealthRoster and SafeCare, there was a feeling on the ward that they were understaffed, but there was no reliable evidence to support this with paper forms and manual reporting processes.

Morale was low and staff were frequently finishing shifts very late, not getting the appropriate rest breaks and sickness absence was high.

SafeCare was introduced and the e-rostering team worked with the ward to ensure that a comprehensive list of tasks were added, alongside the acuity tool to enable the ward to evidence what type of work they were undertaking in addition to standard care.

The team and the ward manager spent time talking to staff and explained the importance of completing the data. The e-rostering team provided reports that identified those who didn't complete the data

when in charge, and then targeted training to these individuals.

This engagement activity as well as the evidence the data provided to back up staff feelings, helped highlight its importance and increased compliance.

The data informed a business case for the trust board, where an establishment increase was agreed that added an extra registered nurse where the workload was shown to be highest.

Since using the Allocate software, sickness absence has declined and temporary staffing on the ward has decreased from 13 per cent in May 2018 to five per cent in May 2019. Personal development reviews and mandatory training are now 100 per cent compliant and staff have been able to attend extra development training.

The ward has also used the software to predict the acuity of its patients. This data is used to draw up a business plan to expand services and increase the bed numbers by demonstrating the staff required to achieve this.

The trust will continue to use SafeCare in conjunction with the Safer Nursing Care Tool to provide rich data to support the professional judgement aspect of establishment reviews.

The trust's e-rostering implementation project manager, Aimee Hatchman, said:



Aimee and the rostering team at Sheffield Children's NHS Foundation Trust accepting their Allocate Award for Making Your Organisation A Great Place To Work category

"Utilising the rich data available in HealthRoster and SafeCare not only drives data quality and engagement with the systems, but can directly increase the ability of a ward to provide safe patient care."