

**Northern Burn Care Network**  
North of England, North Wales & Isle of Man



## **Northern Burn Care Delivery Network**

### **Burns Nursing Workforce Report 2024**

## **Introduction**

This report is an overview of the data received from the Northern Burn Care workforce survey for nursing undertaken during the period of four months September 2023 to December 2023.

The purpose of the report is not only establishing the total nursing but also look at skill mix and education across the network, which is either complete or in progress.

## **Background**

The survey was developed to establish the nursing workforce in accordance with the National Burn Care Standards. We are currently working to the Burn Care Standards 2023. The data collected from the workforce survey is intended to drive models of collaborative workforce planning in the future.

## **Development of the Survey**

The Lead Nurse utilised the 2018 survey to enable comparison over time in terms of nursing establishment in the services. This was devised, using Microsoft Excel; this data collection tool was the preferred choice, due to its easy accessibility by the Burns services.

## **Dissemination of the survey**

The survey was circulated to all lead nurses, of all the services in the Northern Burn Care Network; this includes burns centres, units, and facilities, in September 2023.

Responses were variable and several follow up emails were sent and telephone calls to encourage full completion of the surveys, and clarification of some of the information received.

## Nursing

There was a total; of 12 surveys sent out to the all the Burns services, within the Northern Network, replies were received from all services, however not all were complete.

Group	Surveys sent out	Surveys returned
Nurses	12	12

### Demographics:

Additional information was obtained for the service level and the number of funded beds for each service, including ward level, HDU and ICU, burns funded beds, and general HDU/ICU allocated beds.

Table 1 highlights which adult services provided a response to the survey.

Table 1					
Adult Services					
Trust	Site	Location	Service Level	Number of burns beds	Complete
Manchester Foundation Trust	Wythenshawe Hospital	Manchester	Centre	12(Includes 2 ICU, 2 HDU beds)	Yes
St Helen & Knowsley Teaching Hospital	Whiston Hospital	Liverpool	Centre	12 (+5 beds on ICU)	Yes
Newcastle upon Tyne Hospitals	Royal Victoria Infirmary	Newcastle	Centre	8 (includes 3 HDU, access to ICU beds)	Yes
Mid Yorkshire hospitals NHSFT	Pinderfields Hospital	Wakefield	Centre	5 (2 ICU beds, staffed by ICU)	Yes
Sheffield Teaching Hospitals NSHFT	Northern General Hospital	Sheffield	Unit	6	Yes
Lancashire Hospitals NHSFT	Royal Preston Hospital	Preston	Facility	6 (32 total) *	Yes
Middlesbrough hospitals NHSFT	South tees Hospital	Middlesbrough	Facility	1(26 total)	Yes

Table 2 highlights which paediatric services provided a response to the survey.

\* Preston also takes paediatric burns on the paediatric ward, with injuries up to 5% TBSA.

Table 2					
Paediatric Services					
Trust	Site	Location	Service Level	Number of burns beds	complete
Manchester Foundation Trust	Manchester Children's Hospital	Manchester	Centre	12 (access to ICU beds)	Yes
Alder Hey Children's Hospital NHS Foundation Trust	Alder Hey Children's Hospital	Liverpool	Centre	5 (access to ICU beds)	Yes
Newcastle upon Tyne Hospitals	The Great Northern Children's hospital	Newcastle	Centre	15 including HDU beds (access to ICU beds)	No
Mid Yorkshire Hospitals NHSFT	Pinderfields hospital	Wakefield	unit	5	Yes
Sheffield Children's NHS Trust	Sheffield Children's hospital	Sheffield	Unit	4 (access to ICU beds)	Yes

For ease of comparing services the service location will be used as identification, for both Adults and Paediatrics.

Information on staffing establishment and staff education will be presented for adult and paediatric services separately.

The stratification of burns is Burn Centre, Burn Unit and Burn Facility with the most complex case mix and skill mix provided in Burn Centres. Tables 1 and 2 show funded burn beds in each service

### **Adult Services Nursing Establishments**

All adult services return data for bands 2-8c, inclusive. Information was requested for burn service staff establishment, for those services that Outreach and Outpatients that are staffed from the service budget have been included.

Table 3 demonstrates the total number of AFE and WTE, posts for all the adult services.

Table 3														
	Manchester		Liverpool		Newcastle		Sheffield		Wakefield		Preston		Middlesbrough	
	Centre		Centre		Centre		Unit		Centre		Facility		Facility	
	AFE	WTE	AFE	WTE	AFE	WTE	AFE	WTE	AFE	WTE	AFE	WTE	AFE	WTE
Band 8c	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Band 8b	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Band 8a	0	0	0	0	0	0	0	0	0	0	1	1	0	0
Band 7	3	2.8	2	2	1	1	2	1	1	1	2	2	2	2
Band 6	17	15.1	7	4	3	2.8	2	1.9	8	4.7	3	3	2	2.8
Band 5	15	14.4	15	14.5	18	15.4	9	7.9	17	10.7	14	13.5	18	16.9
Band 4	7	6.5	0	0	1	1	0	0	2	1.9	7	7	2	1.8
Band 3	4	3.6	0	0	2	2	0	0	0	0	14	13.5	1	1
Band 2	4	4	9	6.9	0	0	6	4.7	7	5.1	0	0	14	11.2
WTE Total		46.6		27.4		22.2		15.5		23.4		39		35.7

### **Paediatric Services Nursing Establishments**

Full information was received from all paediatric services,

Table 4 demonstrates the total number of AFE and WTE, posts for all the paediatric services.

Table 4											
	Manchester		Liverpool		Newcastle		Wakefield		Sheffield		
	Centre		Centre		Centre		Unit		Unit		
	AFE	WTE	AFE	WTE	AFE	WTE	AFE	WTE	AFE	WTE	
Band 8c	0	0	0	0	0	0	0	0	0	0	
Band 8b	0	0	0	0	0	0	0	0	0	0	
Band 8a	0	0	1	1	0	0	0	0	0	0	
Band 7	1	1	1	0.8	1	1	1	1	7	0.9	

Band 6	9	6.8	3	2.3	5	4	5	4	9	7.2
Band 5	21	18.8	16	14.4	18.95	19	6	5.5	11	9.4
Band 4	4	4.5	0	0	2.4	1.4	1	1	0	0
Band 3	0	0	0	0	4.03	4	1	1	0	0
Band 2	2	1.6	2	1.4	2	2	4	3.3	0	0
WTE Total		32.7		19.9		31.4		15.8		17.5

## Staff in post

### Adult Services

Table 5 demonstrates the total WTE and number of staff in post, registered and unregistered within all adult services in the NBCN

Table 5	2023	2023	2018	2018
Band	WTE in post	Head count	WTE in Post	Head Count
Band 2	31.9	40	28.9	34
band 3	20.1	21	18.2	18
band 4	18.2	19	10.5	11
band 5	93.3	106	97.8	112
band 6	37.1	44	36.5	41
band 7	10.8	12	8.8	9
band 8a	1	1	1	1
band 8b	0	0	1	1

Charts 1a and 1b demononstrate an overview of how the total nursing establishment for the network is divided by band.

Chart 1a

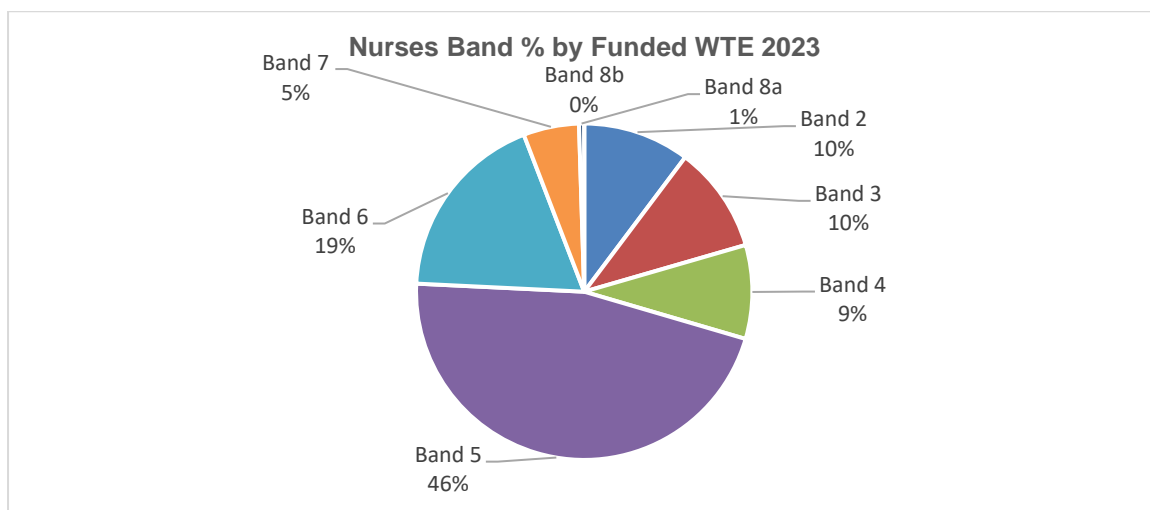
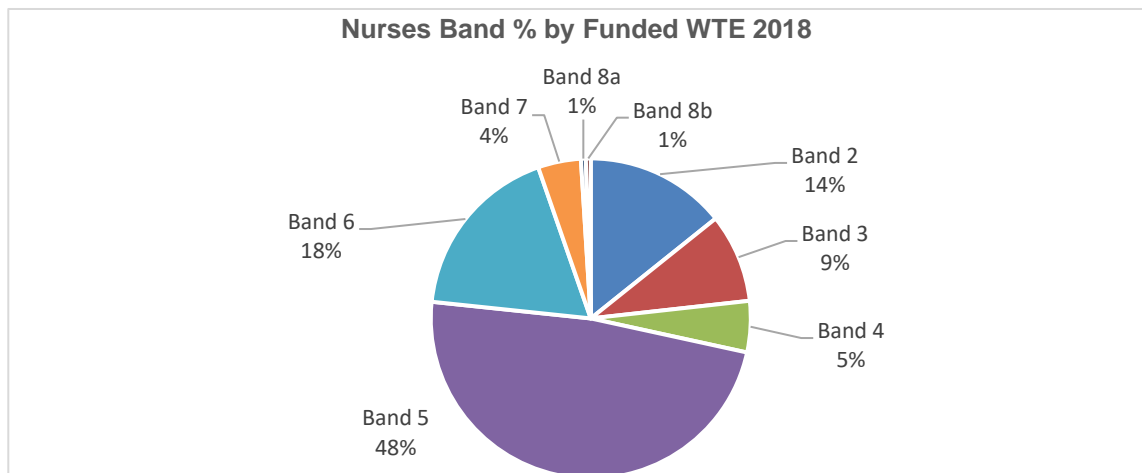


Chart 1b



71% (2018 – 72%) of the total establishment is registered, and only 29% (2018 - 28%) unregistered. A large proportion of the trained staff are band 5, at 46%, (2018 – 48%) which demonstrates a reduction since 2018. Band 3 have increased, this is in line with a national drive to increase the majority of Band 2's to Band 3's. ,

Charts 2a and 2b demonstrate how the bands are divided across the adult services.

Chart 2a

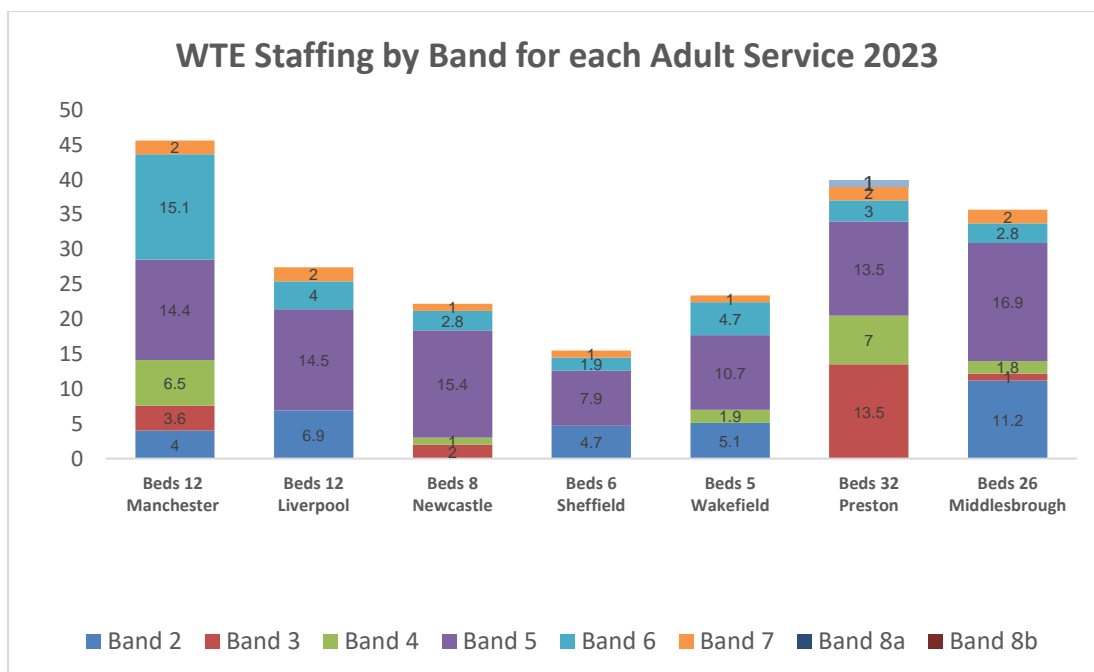
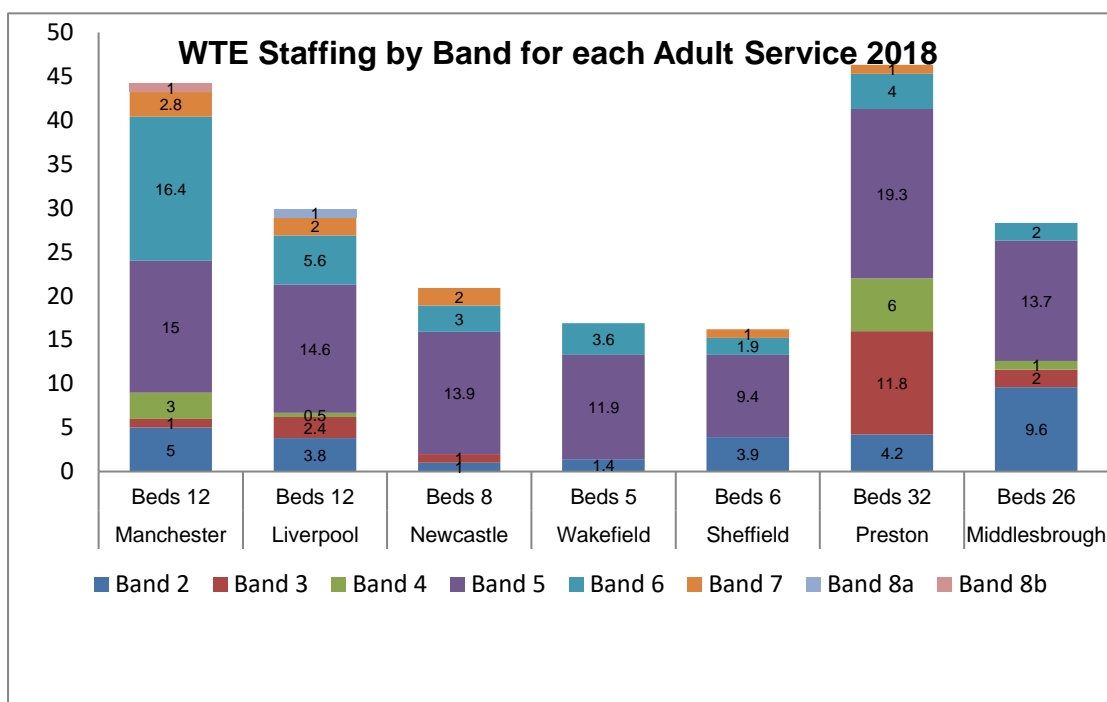


Chart 2b



These charts demonstrate that some services have significantly increased their trained staff establishment (Wakefield), whereas others have increased their untrained staff establishment but are utilising associate practitioners (Manchester, Middlesbrough, Preston, Wakefield). There is only one Band 8a in burns which demonstrates the lack of career progression, but there is a trainee ACP in Preston. The previous 8b (Consultant Nurse) at Manchester Adults has not been replaced

### Outreach and Outpatients

Manchester, Liverpool and Newcastle also staff an outreach service from their establishment, additionally Manchester and Wakefield also staff their outpatient service from their burns centre establishment, which may also account for the higher number of staff, Both Preston and Middlesbrough are facilities and have a joint plastic surgery and burns ward, which accounts for the high number of beds and staffing.

### Theatre

Information was not asked for regarding the operation theatre being staffed from the burns service establishments, however Manchester did include information on theatre staff, as they are part of their establishment, again possibly accounting for the larger number of staff.

No other service sent information on theatre staff to so no comment regarding this standard can be made for those services.

### Intensive Care

Manchester and Wakefield are the only two services that have intensive care beds outside of an intensive care unit. However, Manchester staff these beds within their establishment, which may account for this service having the greatest number of band 6 nurses (16.4 WTE). Wakefield

intensive care beds are staffed by the intensive care unit, and not within the Burns service establishment.

The current National Burn Care Standards 2023, state, ‘Where arrangements are in place for shared care between nursing teams from the burn care ward and critical care, there should be a minimum of one nurse each shift with competencies in burn care (CC3N)’,

However, all burn services that have access to general intensive care beds are required to provide nurses to help and support the intensive care staff with dressing changes, from their establishment. This does not meet the new 2023 standards of one nurse per shift that has competencies in burn care. It may be useful to do a review of burns competencies training in the general ICU.

### Staffing Status

Charts 3a and 3b demonstrate the staffing status for the adult services, all services in 2023 have no temporary staff, whereas in 2018 Newcastle had 3 staff who were fixed term. No agency staff were reported for any of the services, but maybe this was the way the questions were asked? Perhaps we should have asked do you utilise agency staff and if so for how many shifts per week on average.

In addition, total numbers of staff were reduced in Manchester, Liverpool, Sheffield, Preston & Middlesbrough, but increased in, Newcastle & Wakefield

Chart 3a

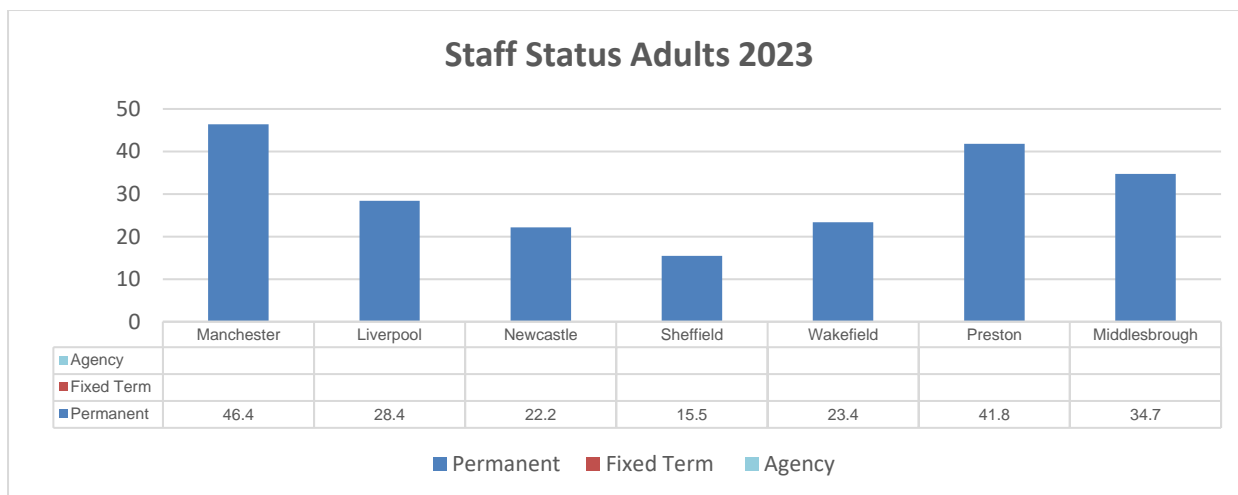
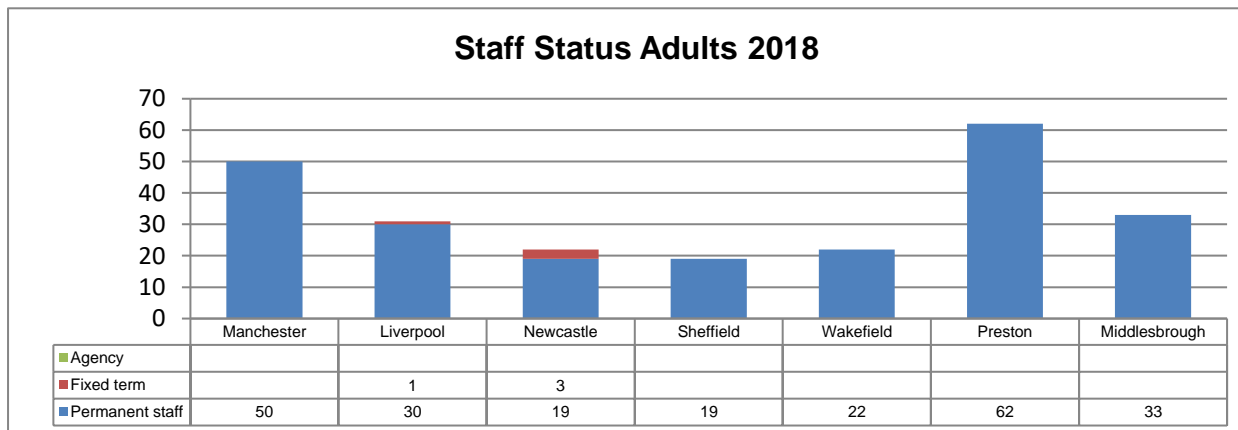


Chart 3b





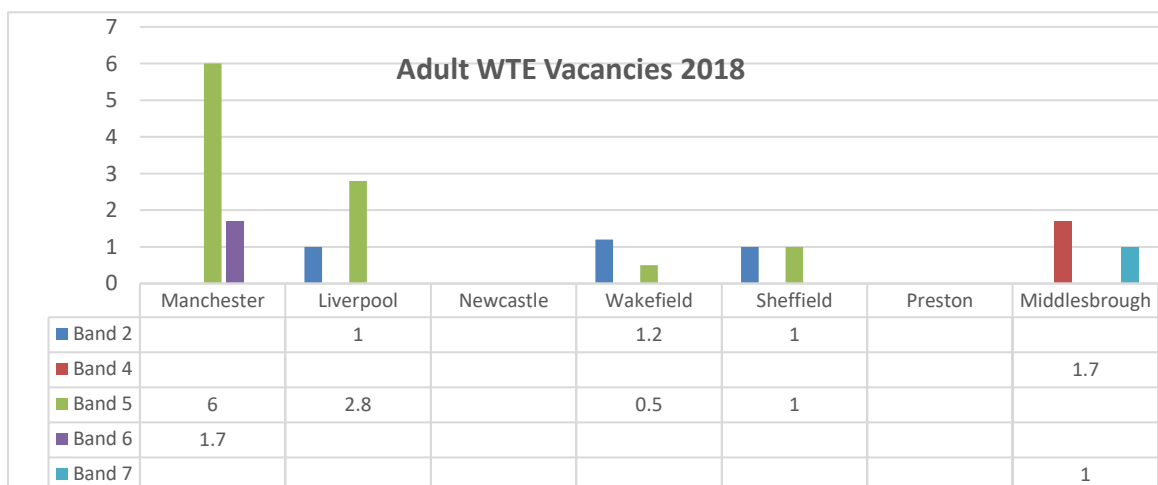
## Vacancies in the adult services

Charts 4a and 4b show the total WTE vacancies across the network for the adult services. Almost all services are at full establishment, The most vacancies are for band 6 with 2.5 WTE, which is in contrast to 2018 where the majority of vacancies were Band 5. Total vacancies for 2023 are 2.5 WTE compared with 18.5 WTE in 2018. Manchester and Wakefield were the only services with vacancies, at the time the data was submitted.

Chart 4a



Chart 4b



## Service Data

Additional data around services was collected. Charts 5a and 5b demonstrate these additional items:

Chart 5a

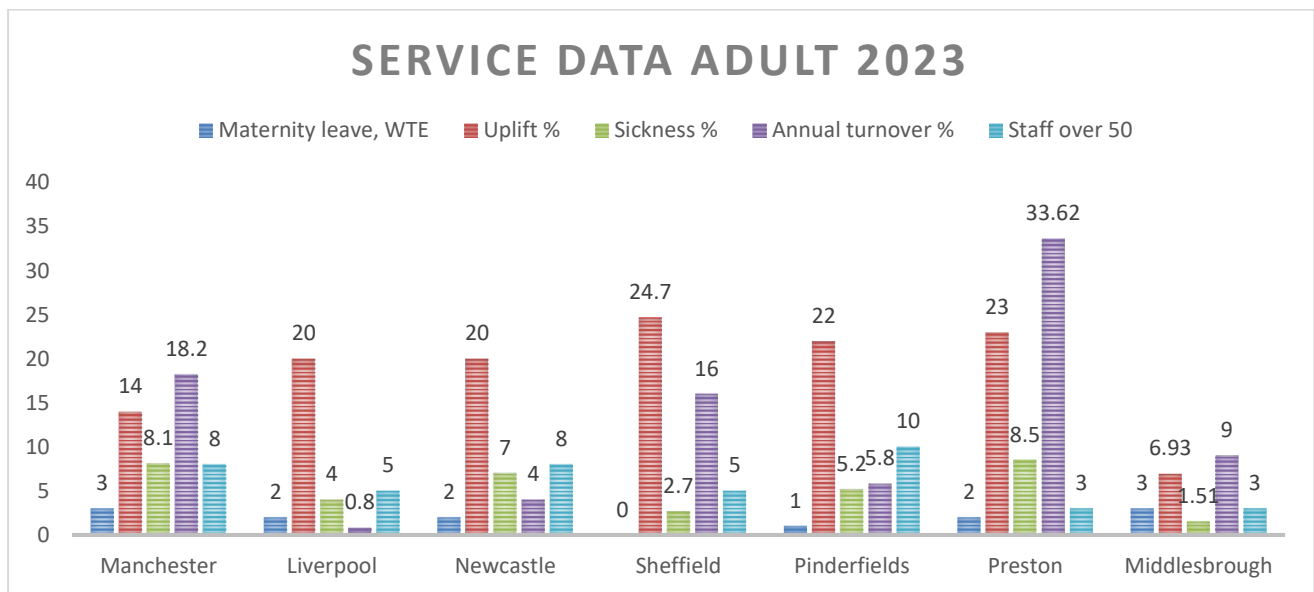
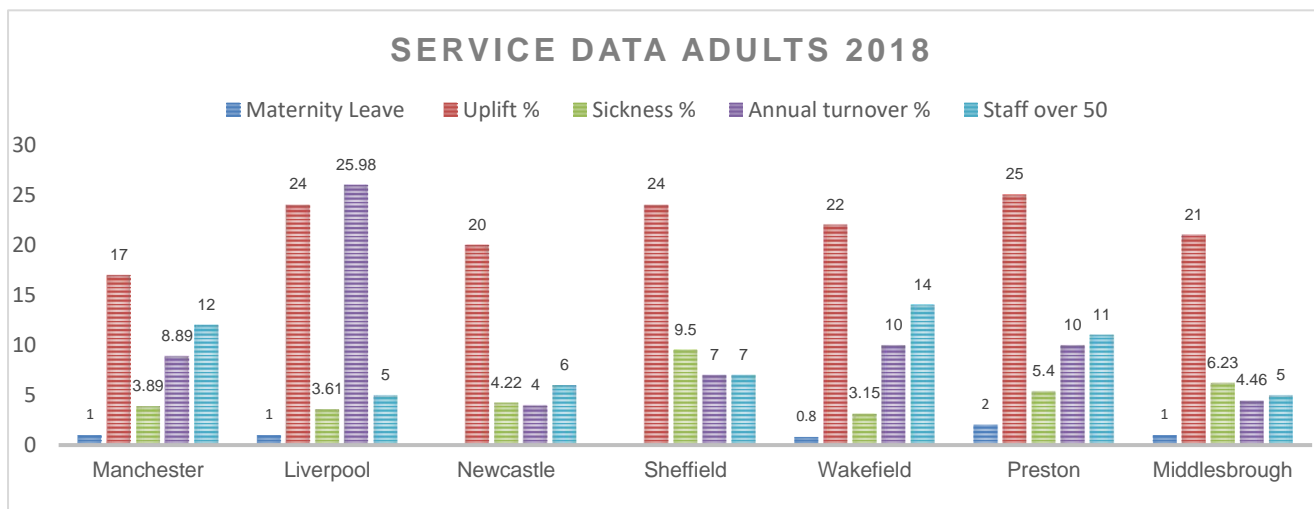


Chart 5b



### Maternity Leave

Maternity leave in 2023 (13) was higher than 2018 (5.8). With Manchester & Middlesbrough having the highest number (3).

### Uplift

The uplift for 2023 ranges from 14% - 24.7%, this demonstrates a drop across most services from 2018 when the uplift for all adult services ranged from 17-25%. With some service having a considerable drop (Middlesbrough). And one service having an increase (Sheffield). These drops would affect how many staff were able to attend courses etc.

### Annual Turnover

Preston had the greatest annual turnover with 33.62%; the lowest annual turnover of staff was Liverpool with 0.8%. It was not possible from the data received, to ascertain why Preston has such a large turnover, the reason for the staff leaving were not asked for, e.g. career progression,

relocation or retirement could be some of the factors that may have led to the high turnover. Interestingly Liverpool had the highest turnover in 2018, so this has been a big decrease from 25.98%

### Sickness Rates

The survey requested annual sickness percentage rates from all services. The national sickness and absence average rate for the 2 regions of Northwest (6.42%), Northeast & Yorkshire (5.91%) with an overall national average of 5.6%, which is up considerably from 2018. From Jan 2023 - Sept 2023 the Network average is 4.28% which is a small decrease from 2018 (4.66%) (data taken from the Health and Social Care Information Centre)

[NHS Sickness Absence rates, December 2023.xlsx \(live.com\)](#)

Preston has the greatest percentage of sickness with 8.5%, followed by Manchester with 8.1%, which is higher than the national average. Newcastle are also higher than the national average with 7%, and Wakefield at 4.7% are higher than the Network average. All other services were below the Network average of 4.28% with Middlesbrough having the lowest with only 1.51%

Previously in 2018, there was no correlation between staff turnover and sickness rates in the adult services. However with Preston and Manchester having both the highest turnover and highest sickness rates, it could be there is a correlation between sickness and turnover rates.

### Staff aged 50 and over

Tables 6a and 6b demonstrate the overall number of staff over the age of 50. These have fallen considerably since 2018. Wakefield has the largest number of staff over 50, with 59.8% of their trained workforce potentially retiring within the next five years, followed by Sheffield with 32.3%, Newcastle with 27%, and Preston with 26.9%. Wakefield need to develop a succession plan. Middlesbrough have the fewest number of staff aged over 50.

Table 6a - 2023	
Service	% Staff over 50
Manchester	17.2%
Liverpool	17.6%
Newcastle	27%
Sheffield	32.3%
Wakefield	59.8%
Preston	26.9%
Middlesbrough	0.8%

Table 6b - 2018	
Service	% staff over 50
Manchester	17.2%
Liverpool	21.73%
Newcastle	30%
Sheffield	50%
Wakefield	70%
Preston	44%
Middlesbrough	27.7%

### Overseas Nurses

In 2018 no service reported the recruitment of overseas nurses, but in 2023, 4 services reported recruiting overseas nurses (Manchester, Middlesbrough, Sheffield. Liverpool, and Preston)

### Paediatric Services

Table 7 demonstrates the total WTE and number of staff in post, trained and untrained, within all paediatric services in the NBCN

Table 7	2023	2023	2018	2018
Band	WTE in Post	Head Count	WTE in post	Head count
Band 2	8.3	10	5.95	7
Band 3	3	3	5	5
Band 4	5.5	6	6.9	7
Band 5	76	67.2	58.08	66
Band 6	24.3	31	17.8	25
Band 7	5.7	6	7.3	8
Band 8a	1	1	0	0
Band 8b	0	0	0	0

Charts 6a & 6b demonstrate an overview of how nursing establishments are by band, for the paediatric services in the network

Chart 6a

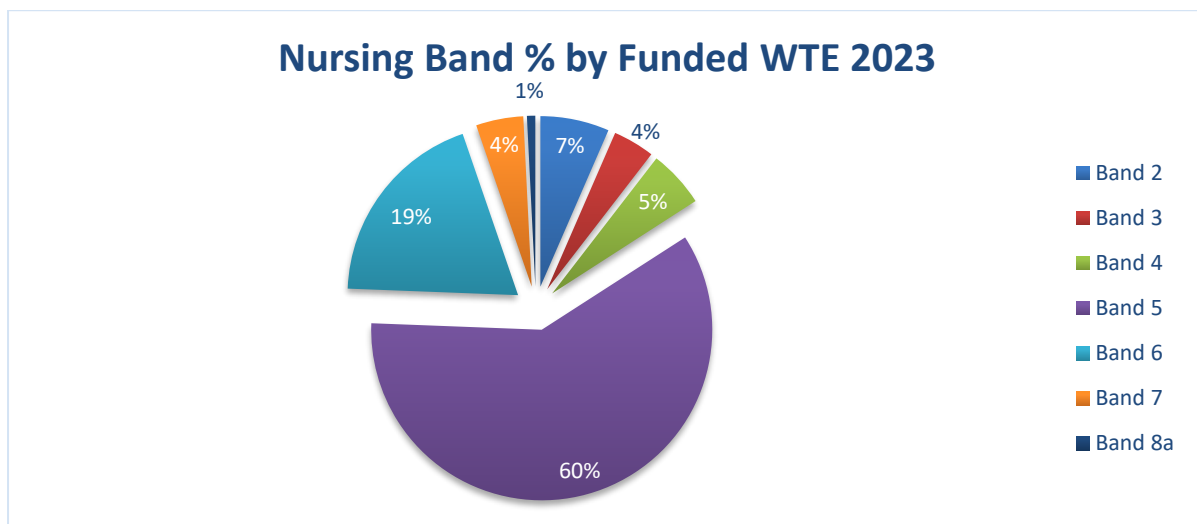
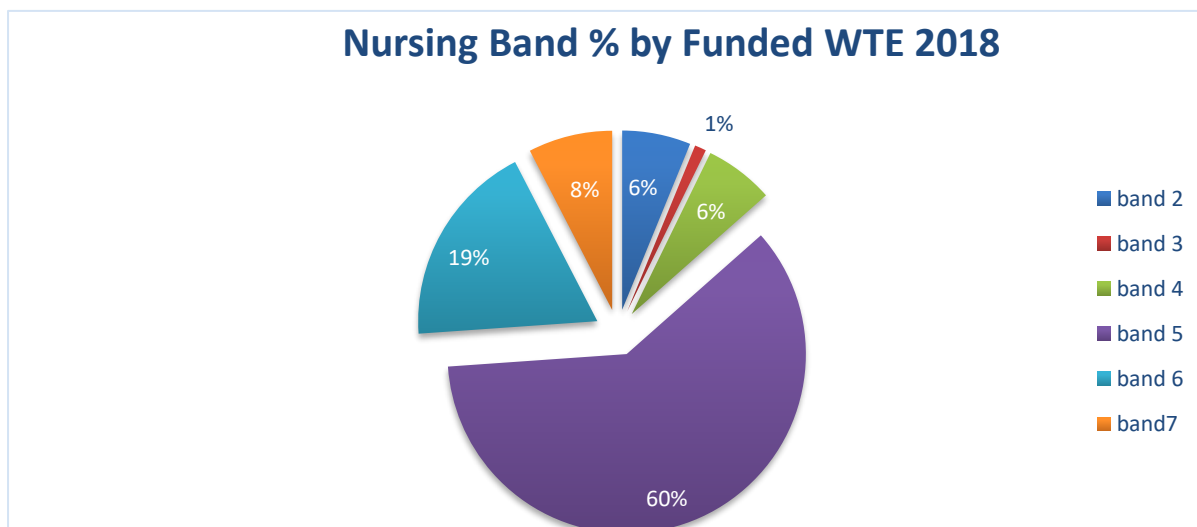


Chart 6b



There has been a drop of trained staff, 84% of the total establishment is registered nurses, compared with 87% in 2018, and only 14% unregistered, which is very similar to the 2018 results (13%). A large proportion of the registered staff are band 5, with unfortunately a reduction in Band 4 staff.

Sheffield do not have any unregistered staff in their establishment. All services have had their establishment reduced since 2018.

Manchester, Liverpool, Sheffield, and Newcastle have access to paediatric intensive care beds, and like the adult services staff are required to support the intensive care staff with dressings, from their establishment.

Charts 7a and 7b demonstrate how the bands are divided across the paediatric services.

Chart 7a

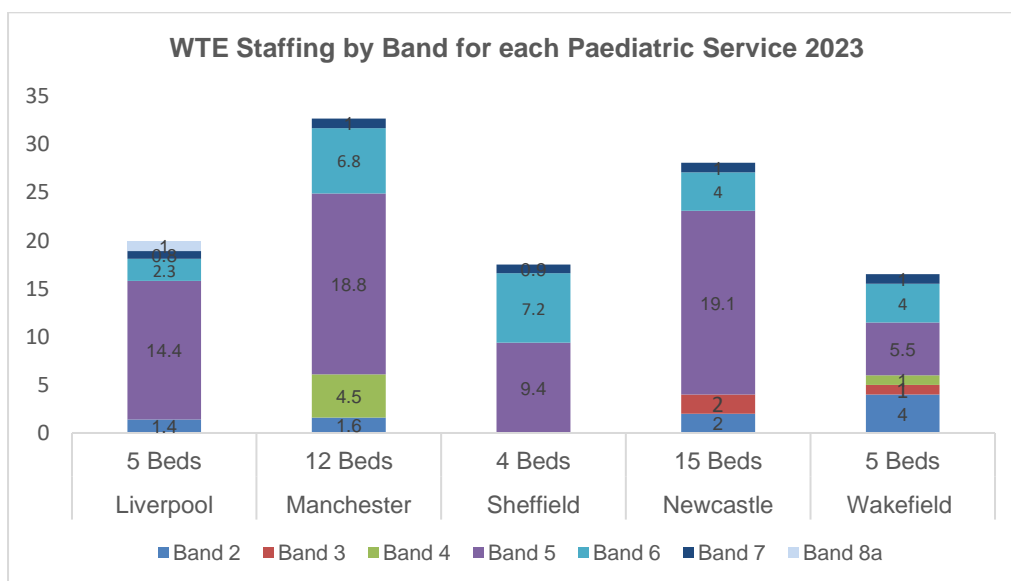
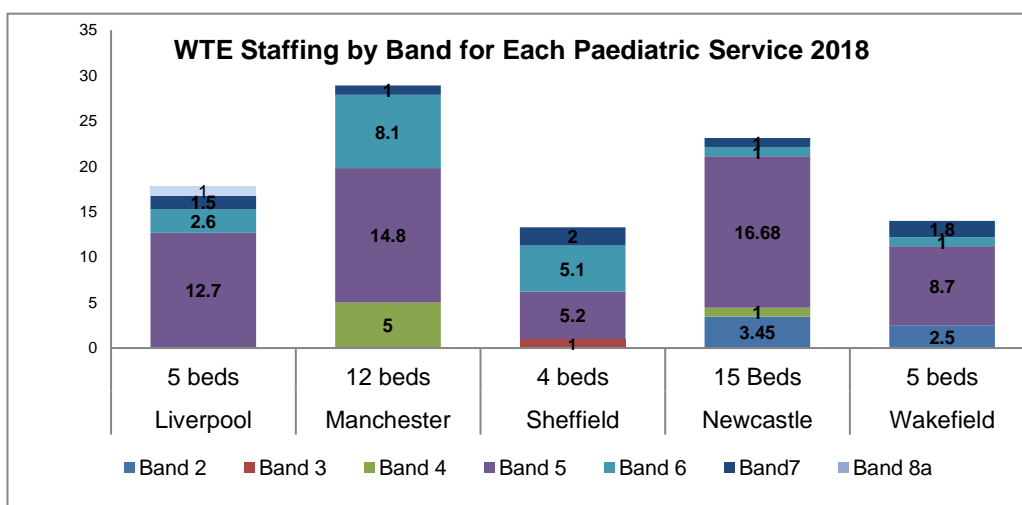


Chart 7b



These charts demonstrate that only one service has increased its trained staff establishment (Wakefield). All others have decreased, some more significantly than others (Newcastle). In terms of

untrained staff, some services now have no untrained staff (Sheffield) whereas others have increased (Liverpool, Sheffield, and Newcastle), with Wakefield reducing their untrained staff. Use of Associate Nurses and Assistant Practitioners has not increased across the paediatric services. There is only one Band 8a in burns which demonstrates the lack of career progression.

### **Outreach and Outpatients**

Only Newcastle run an Outreach service. Wakefield, Sheffield, Newcastle, and Liverpool staff their outpatient service from their burns centre establishment.

### **Theatre**

No service sent information on theatre staff to so no comment regarding this standard can be made for those services.

### **Intensive Care**

None of the paediatric services staff intensive care beds but do go to undertake dressings.

The current National Burn Care Standards 2023, state, 'Where arrangements are in place for shared care between nursing teams from the burn care ward and critical care, there should be a minimum of one nurse each shift with competencies in burn care (CC3N)',

However, all burn services that have access to general intensive care beds are required to provide nurses to help and support the intensive care staff with dressing changes, from their establishment. This does not meet the new 2023 standards of one nurse per shift that has competencies in burn care. It may be useful to do a review of burns competencies training in the general ICU.

As in 2018, Sheffield reported one fixed term contract only, all remaining services reported permanent staff only.

Like the adult services no agency staff were reported, but in future surveys number of agency shifts per week/month will be included.

### **Vacancies in the paediatric services**

There are more vacancies in the paediatric services than the adults, with a total of 6.3 WTE compared with 3.5 WTE for adults but is down slightly from 2018 (7.3 WTE 2018). Chart 8a, demonstrates the distribution across the paediatric services. Newcastle has the greatest number of vacancies; at the time the data was submitted.

Chart 8a

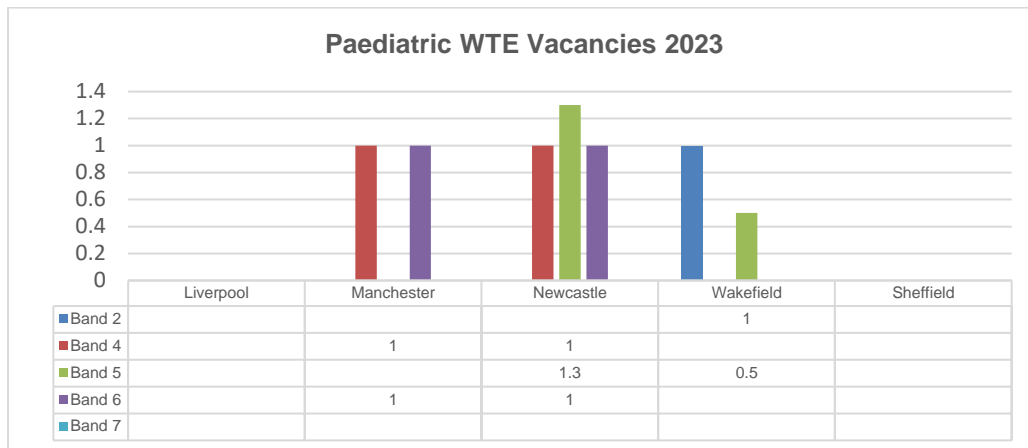
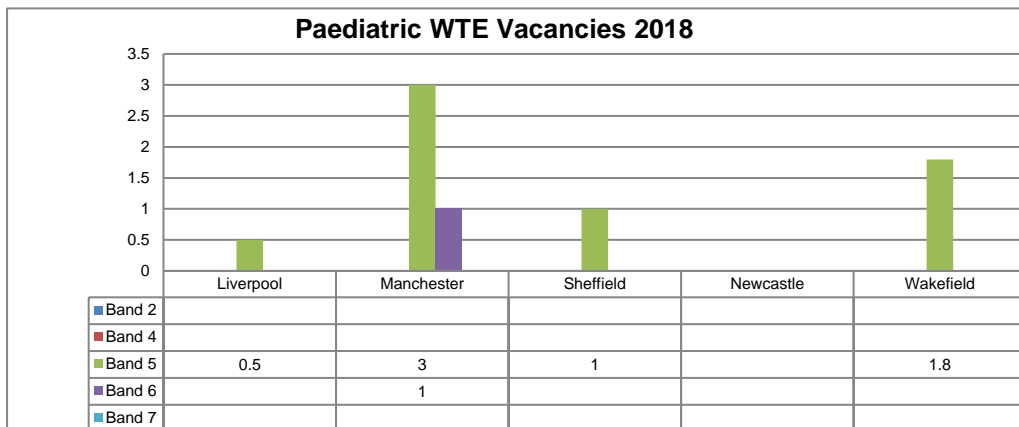


Chart 8b



Additional data on sickness, staff turnover, maternity leave, uplift, and overseas nurses was asked for, Charts 9a and 9b demonstrate these results

Chart 9a

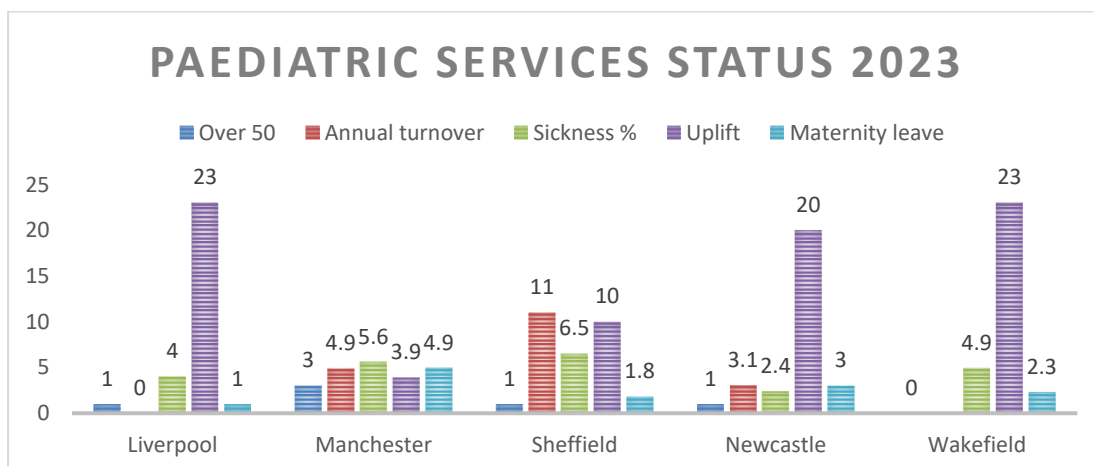
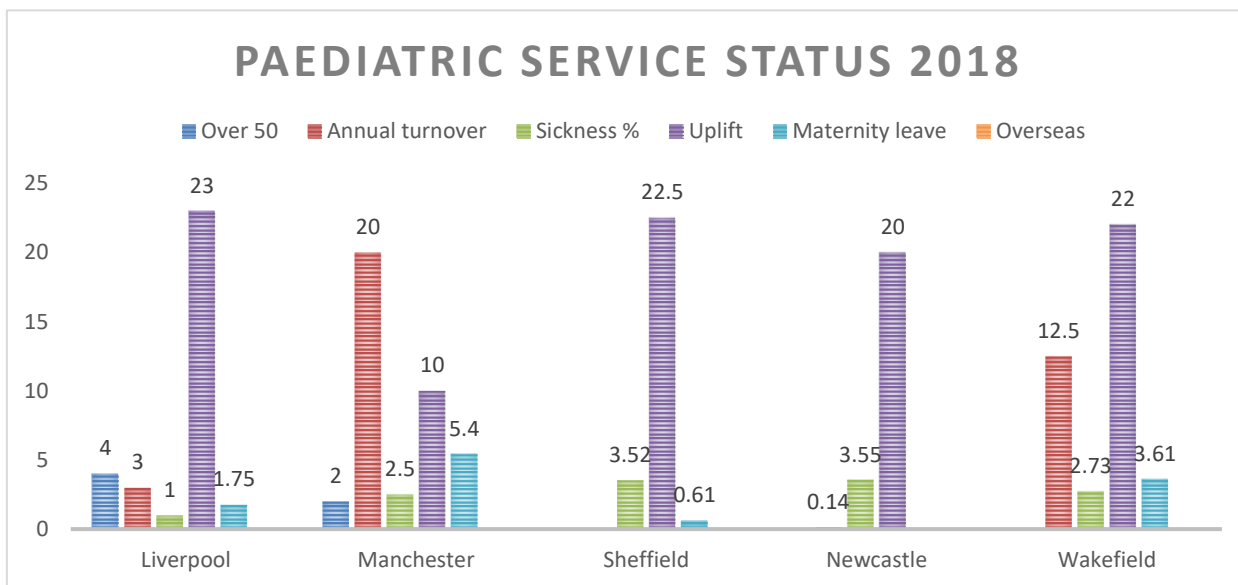


Chart 9b



### Maternity Leave

Staff on maternity leave in 2023 (13) was slightly up on 2018 (11.37). All services had staff on maternity leave which overall was 11.4% of establishment, compared to 11.82% in 2018. Manchester had the highest maternity leave at 4.9 WTE.

### Uplift

Manchester had the lowest uplift of 3.9% which is far less than most of the other services, with Sheffield being only 10% and the other services averaging 22%. This is a significant reduction for Manchester from 2018 (10%) and could affect staff attending courses.

### Annual Turnover

Sheffield has the highest turnover at 11% and Liverpool and Wakefield had the lowest. Manchester had been the highest in 2018 but are now down to 4.9%.

### Sickness Rates

Newcastle had the lowest sickness percentages, at 2.5%. This is well below the National of 5.6%, Northern Regional average of 5.34% and Network average of 4.68%. Sheffield had the highest sickness rates with 6.5%, followed by Manchester at 5.6%, both over National, Regional and Network averages. Other services had a lower sickness rate than the network average. From 2018, 3 services have increased their sickness rates and 2 have decreased, previously no services were above the national average.

[NHS Sickness Absence rates, December 2023.xlsx \(live.com\)](#)

With Sheffield having both the highest sickness and turnover rates it is likely that this is correlated with each other.

### Staff Aged 50 and over



Table A and b demonstrate the total number of staff over 50. These have fallen considerably in Liverpool since 2018 but have increased in the other services with Wakefield being the only service to have no over 50 staff. Manchester has the largest, but this is still less than 10%.

Table 8a 2023	
Service	% staff over 50
Manchester	9.17%
Liverpool	5.02%
Newcastle	3.55%
Wakefield	0%
Sheffield	5.71%

Table 8b 2018	
Service	% staff over 50
Manchester	7.14%
Liverpool	20%
Newcastle	0%
Wakefield	0%
Sheffield	0%

### **Overseas Nurses**

In 2018, all services reported recruiting no overseas nurses. Now Liverpool, Manchester and Newcastle all reporting they had recruited overseas nurses

### **Education and Training**

For the purpose of this report information was not sought regarding Trusts' annual mandatory training, so it is not possible to identify if that element of the National Burn Care Standards (NBCS) has been met. However, peer reviews are underway from April 2024 so this should be able to be determined from the services submissions.

Information was obtained on the EMSB course and any accredited burns courses that have been undertaken. Also, on the staff that had completed Burns Specific Competencies, the NBCS 2023 states the burns specific competencies should be completed by the end of the second year.

### **EMSB**

The Emergency Management of Severe Burns (EMSB) was identified in the NBCS as a recognised one-off training that nurses within burns should undertake, to meet the standard. The current requirement from the Burns Care Standards for Centres and Units, are that there must be a nurse on duty who has undertaken an accredited course in emergency management of burns. However, from the information requested it was not possible to see if this standard was met. The NBCS are different for facilities, and only the lead nurse requires and accredited course in emergency management of burns. All adult services returned data on the EMSB.

### **Adults**

Chart 10a

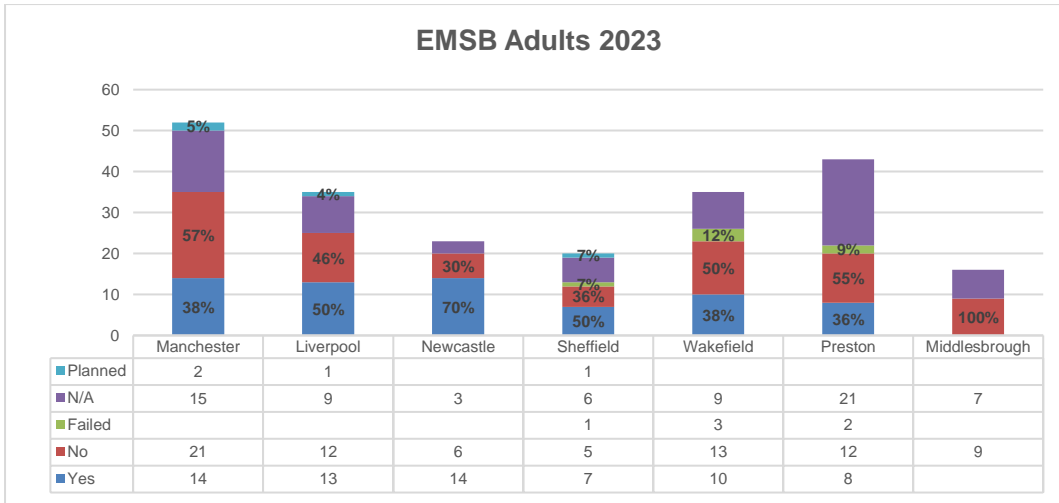
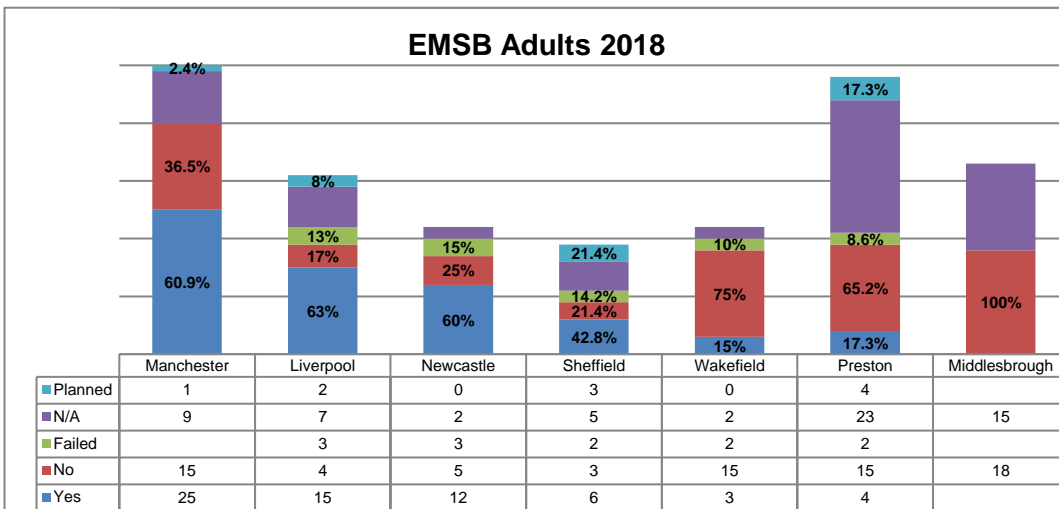


Chart 10b



The data of N/A was for the untrained staff and vacancies they are not required to undertake the EMSB. Therefore, these figures have not been included when calculating the percentages, in charts 10a and 10b.

Contrary to 2018 data, Manchester now has the lowest percentage of staff having successfully completed the EMSB, at 38% of the trained staff, with no staff reported as having failed. Whilst this is higher than Preston or Middlesbrough, they are facilities and with Manchester being a Centre, they should be considerably higher. Newcastle now has the highest percentage of staff having successfully passed the EMSB at 70%, Wakefield now has the highest percentage of staff to have failed the course at 12%, but generally the fails have reduced. As in 2018, Middlesbrough reported no staff with the EMSB.

The Burns Care Standards, specify for the Centres and Units, that there should be a nurse available at all times, who has completed the EMSB, unfortunately without access to the staff off duty it was not possible from the information requested to see if this standard had been met.

Preston from the data received, reported that the lead nurse has completed the EMSB, unlike Middlesbrough which has no staff having completed the EMSB, therefore Middlesbrough as a facility does not meet the Burn care Standard, as having the lead nurse with the EMSB, but Preston as a facility does.

### Paediatrics

As the same as the adult service, those staff that are not registered nurses, have not been included in the percentages calculated in charts 11a and 11b

Chart 11a

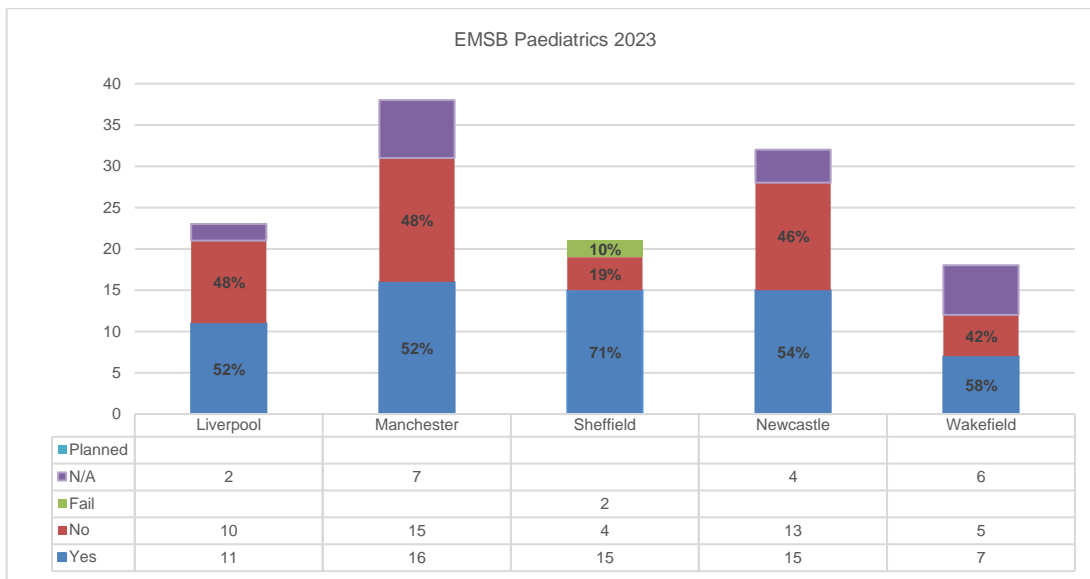
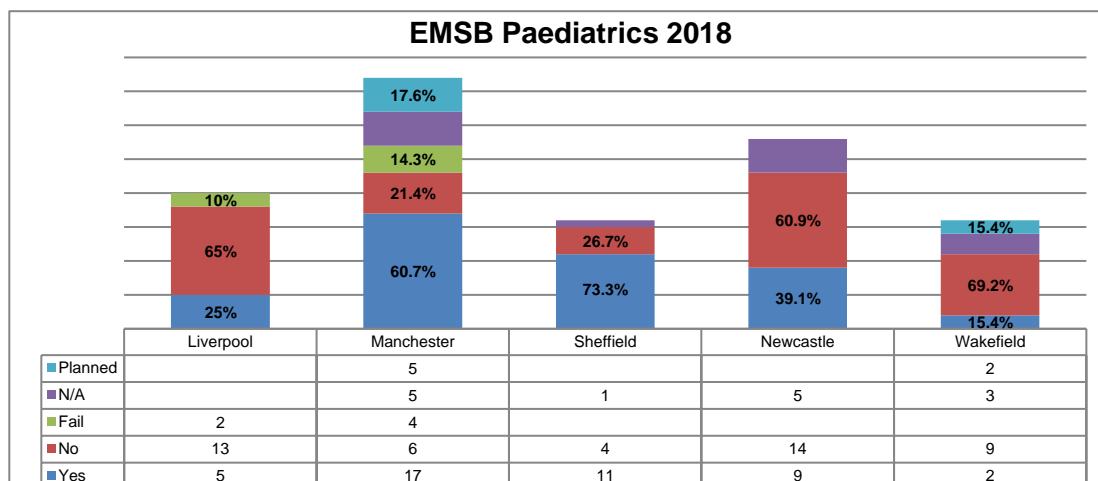


Chart 11b



As in 2018, Sheffield has the highest number of staff with the EMSB at 71 %, which is down from 73.3%. Wakefield previously reported the lowest at 15.4%, but this is now up to 58% which is a massive increase, and leaves Manchester and Liverpool with the lowest percentages at 52% each.

This however is a big rise for Liverpool from 25% previously but a drop for Manchester from 60.7% previously.

Sheffield who had no fails in 2018, now have the highest number of staff who failed the course with 10%. No other service declared any fails. Which overall is a decrease in the number of staff failing the course.

As with the adult services, information was not asked regarding off duty, so it is not possible to see if any of the centres or unit meet the Burns Care standard of having staff with the EMSB on duty at all times.

### Accredited Academic Study/Burns Course

Courses that have been included, are courses that have been accredited by a regulatory body, e.g. English National Board ENB, or through a university, courses that were undertaken in house that are not accredited will not be included.

### Adults

Chart 12a

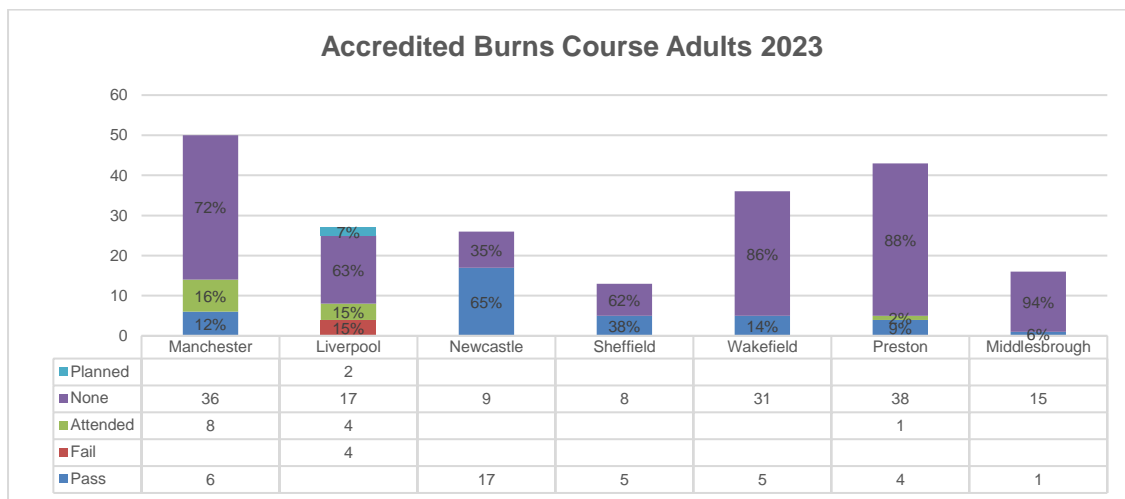
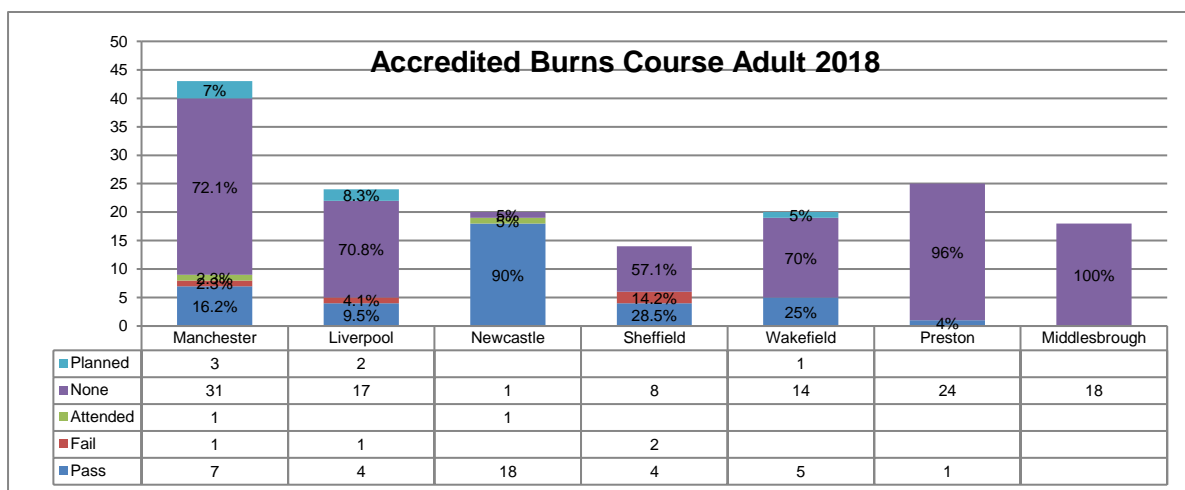


Chart 12b



N.B. There were staff that attended the course but did not undertake the academic content and therefore were not awarded the certificate in Burns Care but had a certificate of attendance only.

Charts 12a and 12b show the total staff of all bands with an accredited burns course, for the adult services, Newcastle remain the highest percentage with 65% of their staff having completed an accredited academic course, although this has dropped from 90% in 2018. Middlesbrough reported the least with 6% staff having completed an academic accredited course, but this has increased from no staff members having completed in 2018. The other services range from Preston with 9%, to Sheffield with 38%. The fails have reduced from 20.6% in 2018 to 15%. The fails in 2023 are all from one service.

### Paediatrics

Chart 13a

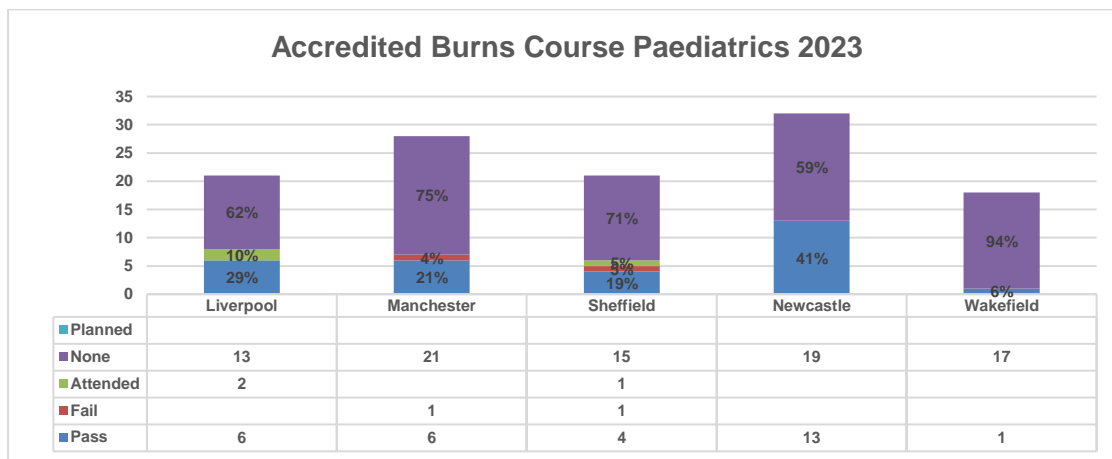
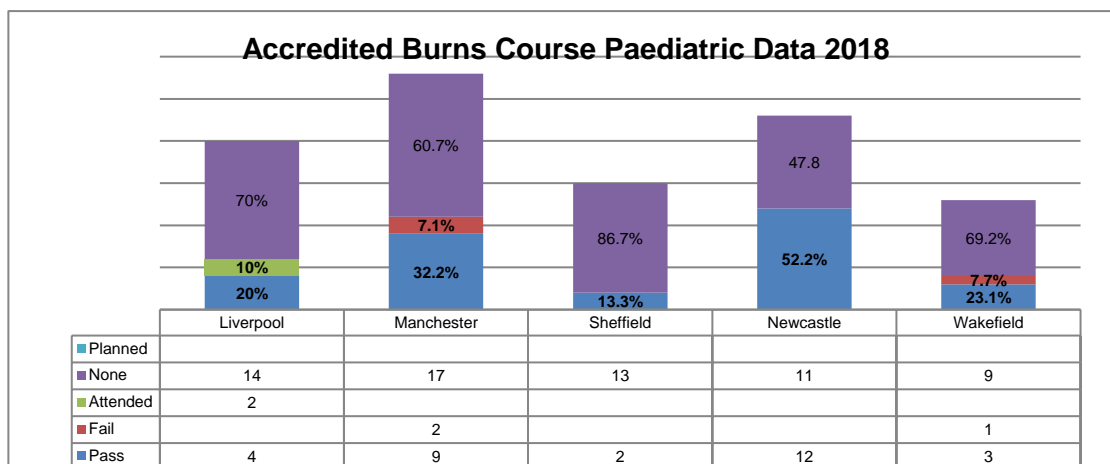


Chart 13b



In paediatric services, Newcastle continues to have the most staff having completed an academic accredited course at 41 %, but this is down from 52.2% in 2018. With Manchester and Wakefield also having reduced numbers of passes compared with 2018. Both Liverpool and Sheffield have increased the number of staff. Burn Care Standard specifies that 75% of band 6 and above should have completed accredited academic study in burns care. Table 9a and 9b demonstrates the percentage of staff, band 6 and above, who have completed an academic burns course. Newcastle and Sheffield are the only services who currently meet the Burn Care Standard in adults. In Paediatrics, Liverpool & Newcastle meet the standard.

In adults, Wakefield have increased their numbers, Liverpool and Manchester have reduced their overall number (if the Outreach staff are not included as they do not cover the Burn Centre shifts), of band 6's and above having completed an accredited academic burns course. Newcastle & Sheffield have remained the same at 100% and are the only services meeting the standard.

In paediatrics, Manchester and Liverpool have increased their numbers, and Sheffield and Wakefield have reduced their numbers with Newcastle remaining the same. Newcastle and Liverpool are the only services meeting the standard.

Table 9a Band 6 or above with/without an academic course adults				
	2018		2023	
	With Course	Without Course	With Course	Without Course
Manchester	30%	70%	23% *(45%)	77% (55%)
Liverpool	40%	60%	25% *(30%)	75% (70%)
Newcastle	100%		100%	
Sheffield	100%		100%	
Wakefield	25%	75%	100%	
Preston	4%	94%	9%	88%
Middlesbrough	0%	100%	6%	9

Table 9b Band 6 or above with/without an academic course paediatrics				
	2018		2023	
	With Course	Without Course	With Course	Without Course
Manchester	33.3%	66.7%	50%	50%
Liverpool	60%	40%	80%	20%
Newcastle	100%		100%	
Sheffield	78.8%	22.2%	40%	60%
Wakefield	50%	50%	16%	84%

\*Burns Outreach Staff

### **Burns Specific Competencies**

Burns specific competencies are measured in the existing Burn Care Standards, and currently need to be completed within two years of joining a burns service. For the purpose of this report, bands 4 to 8 have been included.

N/A has been used for burns staff that were established in post prior to the competencies being introduced in 2012.

Chart 14a

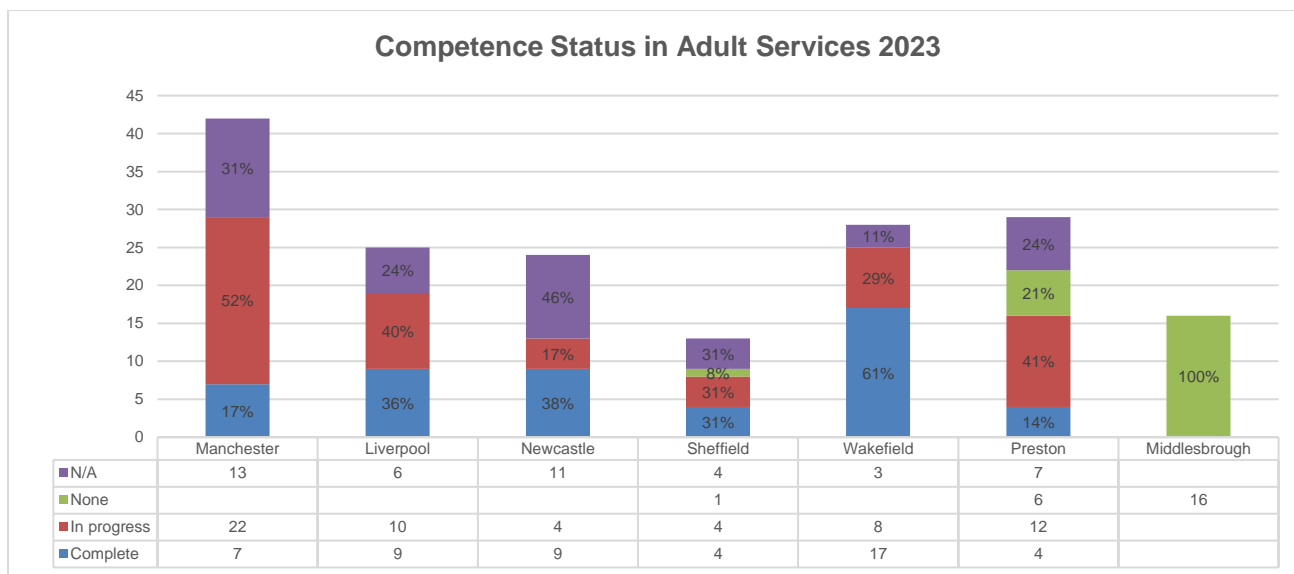
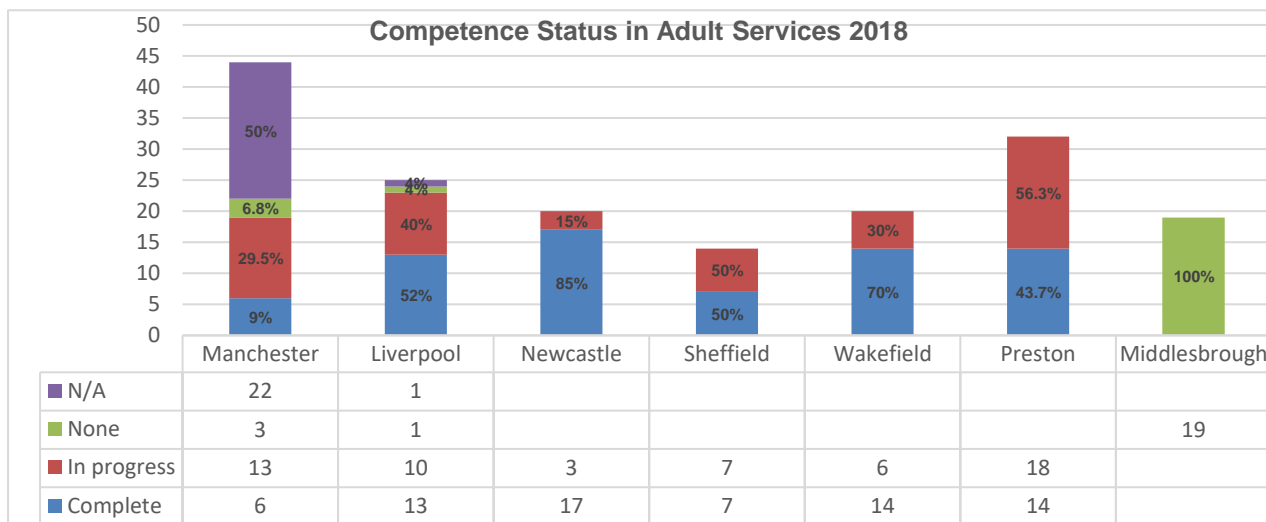


Chart 14b



All services provided information on burns competencies. In 2018 Newcastle adult service had the most staff having completed the competencies with 85%, and Preston had the most staff currently in progress with 56.3%. Now in 2023, Wakefield has the most staff completed with 61% and Manchester has the most in progress with 52%. Newcastle has the largest number of staff who have not undertaken the competencies, mainly due to them being established staff prior to the introduction of the competencies, Middlesbrough reported no staff, (100%) undertaking or having completed the competencies in both 2018 and 2023, with Preston next in 2023 at 23% and Sheffield 8%, overall this is higher than 2018.

Chart 15a

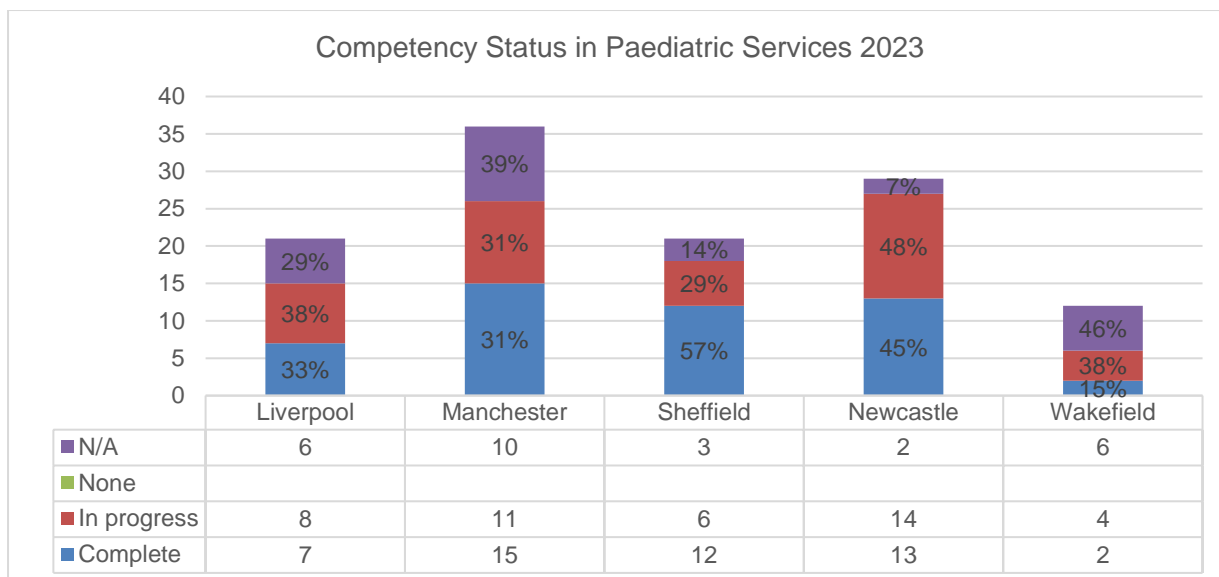
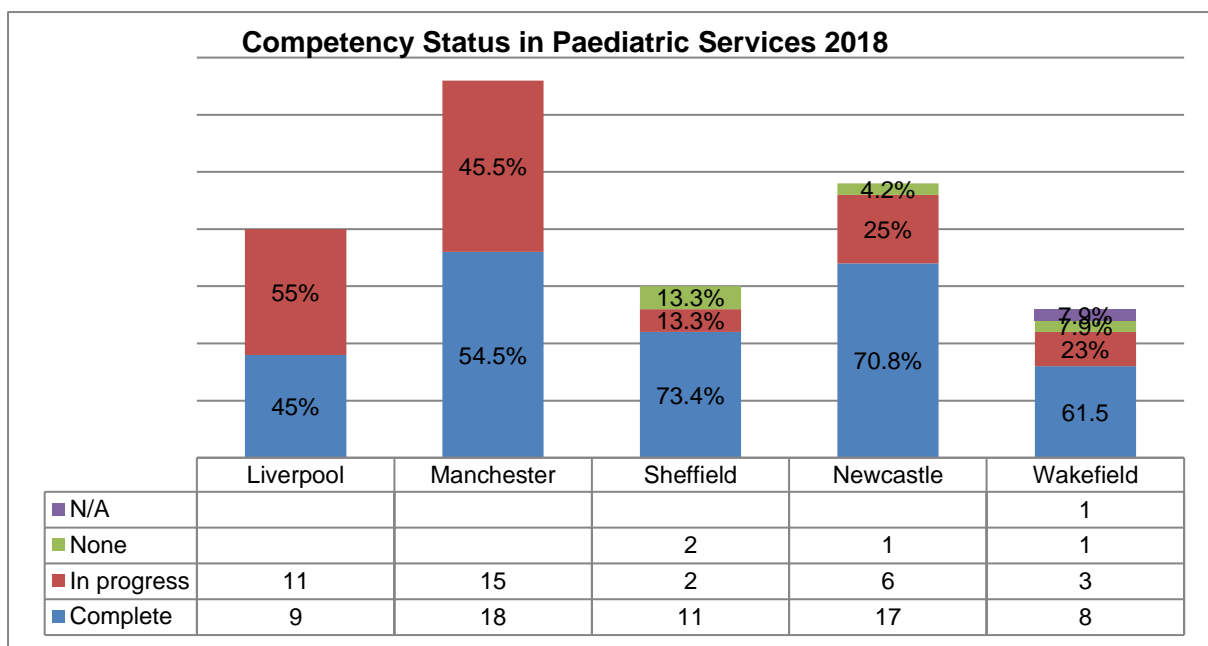


Chart 15b



For paediatric services in 2018, Sheffield had the most staff who had completed their competencies, with 73.4% and Liverpool had the most staff who were in progress at 55%. Now, in 2023, Sheffield still has the most staff who completed their competencies at 57% and Newcastle have the most staff in progress at 48%. Unlike 2018, there are now no staff who have not commenced their competencies.

The current standards state that the competencies should be completed within 2 years. Table 10a demonstrates the percentage of staff taking over 2 years to complete the competencies for each adult service.



Competencies that were recorded as completed have not been included, as it was not possible from the data to see if they were completed within 2 years.

Table 10a

Adult Services who had staff complete competencies in 2 years						
	2018			2023		
	In Progress	>2 years	%	In Progress	>2 years	%
Manchester	13	8	61.5%	22	11	50%
Liverpool	10	1	10%	10	3	33.3%
Newcastle	3	0	0%	4	1	25%
Sheffield	7	3	43.7%	4	0	0%
Wakefield	6	1	16.6%	8	2	25%
Preston	18	4	22.2%	12	6	50%
Middlesbrough	0	0	0%	0	0	0%

In 2018, Manchester had the greatest number of staff taking over 2 years to complete, at 61.5% and Newcastle having the lowest at (0%) In 2023, Sheffield made the biggest improvement from 43.7% to 0%. Manchester also had improved to 50%. The other services had all increased, with highest increase being Preston who increase from 22.2% in 2018, to 50% in 2023.

Table 10b

Paediatric Services who had staff complete competencies in 2 years						
	2018			2023		
	In progress	>2 years	%	In progress	>2 years	%
Liverpool	11	6	54.5%	8	4	50%
Manchester	15	7	46.7%	13	2	15.3%
Sheffield	2	0	0%	6	4	66.6%
Newcastle	6	unknown	?	14	4	28.5%
Wakefield	3	3	100%	4	2	50%

In 2018, Wakefield had no staff who had completed the competencies within 2 years, they have improved in 2023, to 50% as have, Liverpool and Manchester, Sheffield have increased from no staff taking over 2 years to complete the competencies to 66.6%. in 2018, Newcastle failed to include start dates, so it was not possible to see the staff still in progress have taken over 2 years but had 28.5% of staff taking over 2 years in 2023.

### **Advanced Life Support (ALS) adult services**

Following the previous survey in 2018, it was determined that the value of collecting data on Advanced Life Support (ALS) was not useful as very few services had staff who had undertaken this course, and it was not mandatory for burn services. This has not changed in the 2023 National Burn Care Standards; however, it might be relevant to services who ventilate their own patients, but this is not a requirement in the standards.

### **PLS/APLS/EPALS paediatric services**

Charts 16a and 16b show uptake of the above courses in the paediatric services. In 2018, Liverpool, Newcastle, and Wakefield report 100% of their staff have the PLS. In 2023 only Liverpool report 100% uptake of their staff for PLS, which is concerning as this is mandatory training. In 2018, Manchester reported the most staff with the APLS at 7.1%, with both, Sheffield and Wakefield reported no staff with the APLS. However, Wakefield had the most staff with the EPALS at 31% and Sheffield with 6.7%. In 2023, Liverpool has the highest uptake of APLS at 19%, from 5% in 2018, but both Manchester and Newcastle's uptake has dropped. Both Sheffield and Wakefield have no staff trained in APLS. In 2023, only Sheffield have staff trained in EPALS (14%). This is concerning as the 2023 National Burn Care Standards saying there must be at least one nurse per shift that has skills in advanced life support, from these figures that cannot be the case in all services.

Chart 16a

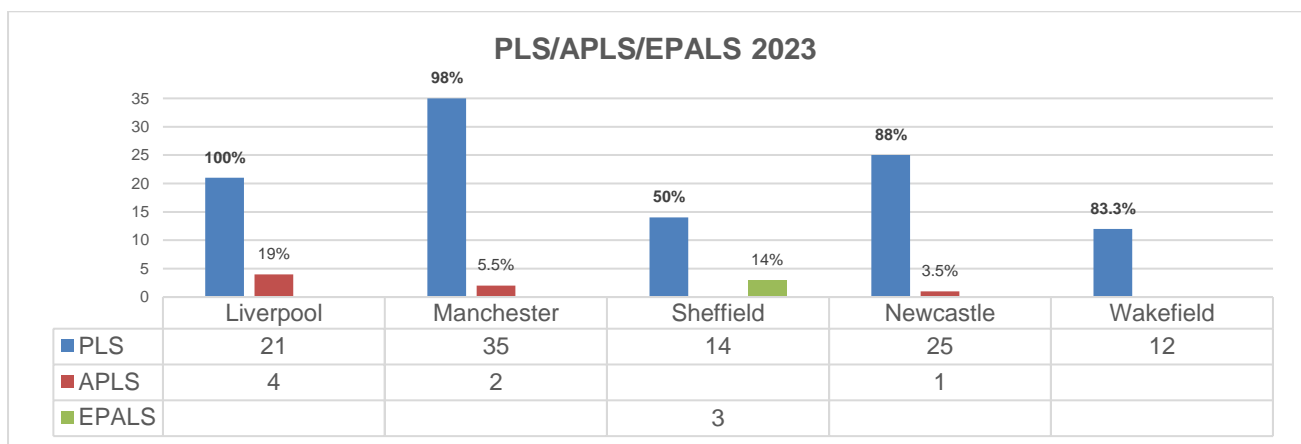
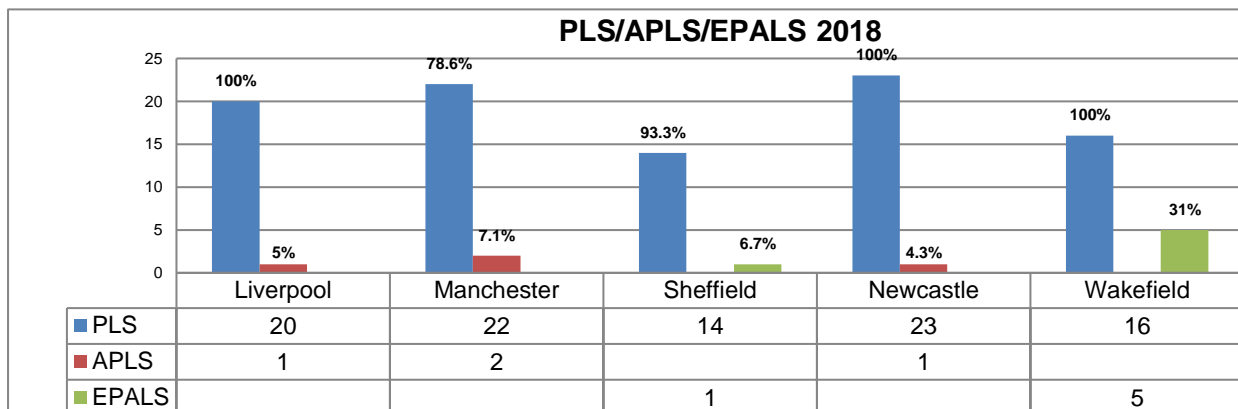


Chart 16b



### Key Points

- Skill mix has changed since 2018. Some services now have no untrained staff, others have started to utilise the associate nurse posts.
- Less reliance on fixed term contracts
- Unable to assess bank and agency usage so need to reword the review to capture this next time

- In the adult services the vacancies were reduced from 2018 with most services reaching their establishment. The most vacancies were in the paediatric services but these were still lower than 2018.
- Overall across adults and paediatrics maternity leave was up from 2018.
- The number of staff over the age of 50 was significantly up in the adult services with Wakefield at 59.8%, Sheffield 32.3% and Newcastle (27%). These services and especially Wakefield need to develop a succession plan
- Uplift varies greatly between services (3.9% - 24.7%) which will impact on ability to release staff for study leave, backfill posts etc. Middlesbrough and Manchester Children's have had the largest reduction.
- Turnover was lower than 2018 in paediatrics and higher than 2018 in adults
- Services in both adults and paediatrics had higher than the national average sickness rates
- The current National Burn Care Standards 2023, require the nurse in charge on each shift, to be EMSB trained. However, without sight of the on-duty rotas it has not been possible to confirm that this standard was met and should be specifically requested in future surveys.
- Increased numbers of staff trained in EMSB, despite the restricted access during and post-covid. There were less overall fails than 2018.
- Only 5 services were meeting the requirement of 75% of band 6's and above with an academically accredited burns course but this was increased since 2018.
- In both adults and paediatrics less staff had completed their competencies within 2 years but more were in progress.
- Information on mandatory training was not requested.
- Information was not asked for on specific theatre or Intensive care staff, therefore it was not possible to see if the National Burn Care Standard for these staff was met. This should be included in future surveys.

### **Recommendations**

- Succession planning needs to be considered for any services with greater than 40% of their staff aged over 50
- Utilisation of untrained staff and increased use of nurse associates needs to be considered in workforce planning.
- Career pathway needed to develop staff to 8 band range
- Include Bank and Agency numbers in future surveys
- Mandatory training information to be included in the survey to ensure the burn care standard is met.
- For the services that staff a burns theatre, ICU, Outpatients or Outreach from their establishment, information should be obtained.
- Uplift has been significantly decreased in some areas, and there needs to be some uniformity as some services have significantly more access to training opportunities and backfill based on uplift.
- Services with high turnover and sickness rates should investigate why this is the case
- Services should work towards meeting the standards for EMSB, academic accredited burns courses and competencies

