

Quality and Patient Experience



Reporting Month: Feb-15
 Executive lead: Heather McNair

Ward name	Day		Night	
	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
14	96.9%	98.4%	100.4%	87.5%
17	83.6%	95.4%	100.2%	135.7%
18	84.0%	90.8%	100.0%	114.3%
19	86.7%	95.7%	103.6%	141.1%
20	83.3%	97.9%	96.4%	116.1%
AMU	78.0%	98.4%	96.3%	100.9%
23	88.8%	100.7%	90.6%	271.6%
24	89.8%	132.0%	99.1%	N/A
28	99.4%	97.8%	100.0%	137.5%
31	73.1%	99.3%	100.0%	90.9%
32	80.2%	116.5%	94.6%	107.1%
34	70.7%	113.4%	97.3%	116.7%
ITU	79.3%	71.6%	93.4%	N/A
SHDU	93.9%	72.0%	100.0%	N/A
CCU	100.5%	116.4%	100.1%	N/A
AN/PN	95.7%	98.0%	91.3%	97.1%
Birthing Centre	97.9%	83.1%	98.1%	85.7%
37	82.5%	73.4%	81.8%	N/A
15	90.6%	88.9%	89.6%	89.3%

Nursing Staffing Commentary:

BHNFT is committed to ensuring that levels of nursing staff, match the acuity and dependency needs of patients in order to provide safe and effective care. Nurse staffing includes:
 Registered Nurses
 Registered Midwives
 Unregistered health care/midwifery care assistants
 Unregistered nursing/midwifery auxiliaries.
 The Trust uses an e-rostering system with duty rosters created eight weeks in advance to ensure the levels and skill mix of the nursing staff on duty are appropriate for providing safe and effective care. This allows for contingency plans to be made where the roster identifies that the planned staffing falls short of the minimum requirement, for example where there are vacant nursing posts or staff appointed have not started in post. These contingency plans can include: moving staff from a shift which is above the minimum required level, moving staff from another ward/area which is above the minimum required level, or the use of flexible/temporary staffing from the Trust's internal bank or via an external nursing agency.
 The areas that currently have the most vacancies in nursing are in CBU 1. There has been a focused rolling recruitment campaign ongoing since September 2014 to recruit to these areas.