

Nurse Staffing Fill Rate



Reporting Month: Jun-15
 Executive lead: Heather McNair / Richard Jenkins

Notes

Ward name	Specialty	Average fill rate - registered nurses/midwives (%)	Average fill rate care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
14	502 - GYNAECOLOGY	94.2%	89.2%	100.0%	100.0%
17	320 - CARDIOLOGY	89.0%	101.7%	98.6%	166.7%
18	340 - RESPIRATORY MEDICINE	94.6%	90.4%	98.3%	120.0%
19	430 - GERIATRIC MEDICINE	84.6%	97.1%	100.0%	135.0%
20	430 - GERIATRIC MEDICINE	65.2%	95.5%	100.0%	118.3%
AMU	300 - GENERAL MEDICINE	77.4%	93.5%	98.1%	101.6%
23	300 - GENERAL MEDICINE	89.5%	71.4%	97.0%	143.3%
24	370 - MEDICAL ONCOLOGY	110.1%	111.7%	100.1%	-
28	301 - GASTROENTEROLOGY	97.2%	92.2%	100.0%	136.7%
31	100 - GENERAL SURGERY	79.9%	104.9%	100.0%	95.5%
32	100 - GENERAL SURGERY	86.6%	115.1%	100.0%	100.0%
34	110 - TRAUMA & ORTHOPAEDICS	69.9%	93.0%	78.4%	100.0%
ITU	192 - CRITICAL CARE MEDICINE	89.3%	51.6%	91.9%	-
SHDU	192 - CRITICAL CARE MEDICINE	98.3%	66.1%	96.7%	-
CCU	320 - CARDIOLOGY	95.1%	108.1%	100.0%	-
AN/PN	501 - OBSTETRICS	94.5%	111.1%	93.0%	97.4%
Birthing Centre	501 - OBSTETRICS	93.7%	89.2%	94.4%	93.3%
37	171 - PAEDIATRIC SURGERY	86.8%	82.0%	94.2%	52.1%
15	170 - CARDIOTHORACIC SURGERY	94.1%	61.7%	92.1%	86.7%

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-roistering 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 including wards 20, wards 34 and the emergency department. A recruitment campaign is on-going.