

Nurse Staffing Fill Rate



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

Notes

Ward name	Specialty	Day		Night	
		Average fill rate -	Average fill rate - care	Average fill rate -	Average fill rate - care
14	502 - GYNAECOLOGY	100.0%	95.3%	100.0%	99.9%
17	320 - CARDIOLOGY	90.2%	99.0%	100.0%	151.6%
18	340 - RESPIRATORY MEDICINE	84.5%	99.4%	100.0%	147.3%
19	430 - GERIATRIC MEDICINE	79.5%	86.5%	100.0%	104.8%
20	430 - GERIATRIC MEDICINE	64.3%	93.7%	100.0%	121.0%
AMU	300 - GENERAL MEDICINE	80.0%	93.7%	100.0%	99.2%
23	300 - GENERAL MEDICINE	88.4%	89.9%	97.8%	225.8%
24	370 - MEDICAL ONCOLOGY	104.0%	119.7%	100.0%	-
28	301 - GASTROENTEROLOGY	85.5%	81.9%	98.4%	121.0%
31	100 - GENERAL SURGERY	85.1%	111.1%	100.0%	88.0%
32	100 - GENERAL SURGERY	84.3%	118.5%	100.0%	96.8%
34	110 - TRAUMA & ORTHOPAEDICS	76.0%	115.5%	102.4%	120.4%
ITU	192 - CRITICAL CARE MEDICINE	85.4%	52.2%	93.1%	-
SHDU	192 - CRITICAL CARE MEDICINE	99.7%	60.7%	98.1%	-
CCU	320 - CARDIOLOGY	88.9%	98.9%	101.1%	-
AN/PN	501 - OBSTETRICS	94.5%	100.0%	98.4%	97.4%
Birth Centre	501 - OBSTETRICS	93.1%	86.6%	95.1%	76.6%
37	171 - PAEDIATRIC SURGERY	90.7%	100.0%	97.2%	100.0%
15	170 - CARDIOTHORACIC SURGERY	91.0%	65.0%	93.5%	87.1%

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.