

## Nurse Staffing Fill Rate



Reporting Month

Apr-15

Executive lead :

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Notes

Ward name	Specialty 1	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	502 - GYNAECOLOGY	95.2%	98.5%	100.0%	100.0%
17	320 - CARDIOLOGY	95.0%	101.0%	101.8%	153.3%
18	340 - RESPIRATORY MEDICINE	87.0%	92.2%	96.7%	100.0%
19	430 - GERIATRIC MEDICINE	97.0%	95.5%	100.0%	126.7%
20	430 - GERIATRIC MEDICINE	73.6%	104.1%	100.0%	135.0%
AMU	300 - GENERAL MEDICINE	84.7%	97.6%	99.4%	102.5%
23	300 - GENERAL MEDICINE	94.3%	89.7%	98.9%	170.0%
24	370 - MEDICAL ONCOLOGY	102.2%	102.1%	95.0%	-
28	301 - GASTROENTEROLOGY	90.4%	84.9%	98.3%	105.0%
31	100 - GENERAL SURGERY	72.3%	108.5%	100.0%	97.3%
32	100 - GENERAL SURGERY	75.7%	131.6%	98.3%	107.2%
34	110 - TRAUMA & ORTHOPAEDICS	74.5%	98.6%	78.9%	99.4%
ITU	192 - CRITICAL CARE MEDICINE	90.4%	56.8%	91.9%	-
SHDU	192 - CRITICAL CARE MEDICINE	82.9%	62.1%	100.0%	-
CCU	320 - CARDIOLOGY	100.1%	121.4%	101.5%	-
AN/PN	501 - OBSTETRICS	95.0%	98.9%	94.6%	88.7%
Birthing Centre	501 - OBSTETRICS	98.3%	104.3%	103.1%	38.6%
37	171 - PAEDIATRIC SURGERY	93.0%	96.8%	89.9%	-
15	170 - CARDIOTHORACIC SURGERY	89.2%	94.4%	95.9%	76.7%

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