

Nurse Staffing Fill Rate



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

Notes

Ward name	Main 2 Specialties on each ward	Day		Night	
		Average fill rate - registered nurses/mid	Average fill rate - care staff (%)	Average fill rate - registered nurses/mid	Average fill rate - care staff (%)
14	502 - GYNAECOLOGY	102.5%	97.0%	100.0%	100.0%
17	320 - CARDIOLOGY	92.4%	104.5%	98.4%	154.8%
18	340 - RESPIRATORY MEDICINE	86.5%	90.6%	95.2%	141.9%
19	430 - GERIATRIC MEDICINE	90.2%	93.7%	98.3%	124.2%
20	430 - GERIATRIC MEDICINE	77.6%	101.5%	101.6%	124.1%
AMU	300 - GENERAL MEDICINE	80.3%	90.4%	101.1%	97.6%
23	300 - GENERAL MEDICINE	92.1%	83.8%	94.6%	122.6%
24	370 - MEDICAL ONCOLOGY	94.6%	102.0%	98.4%	N/A
28	301 - GASTROENTEROLOGY	98.1%	100.8%	100.0%	137.0%
31	100 - GENERAL SURGERY	74.0%	97.1%	101.6%	93.3%
32	100 - GENERAL SURGERY	80.7%	116.4%	100.0%	100.0%
34	110 - TRAUMA & ORTHOPAEDICS	79.1%	107.0%	97.6%	134.4%
ITU	192 - CRITICAL CARE MEDICINE	87.2%	66.9%	88.9%	N/A
SHDU	192 - CRITICAL CARE MEDICINE	90.4%	61.8%	95.2%	N/A
CCU	320 - CARDIOLOGY	97.8%	104.8%	97.8%	N/A
AN/PN	501 - OBSTETRICS	95.2%	89.3%	93.8%	97.2%
Birth Centre	501 - OBSTETRICS	96.9%	50.8%	98.2%	62.1%
37	171 - PAEDIATRIC SURGERY	90.7%	93.3%	87.9%	N/A
15	170 - CARDIOTHORACIC SURGERY	94.8%	97.3%	92.6%	96.7%

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. There has been a focused rolling recruitment campaign ongoing since September 2014 to recruit to these areas