

Patients Partnerships

People

Performance

## Patients will experience safe care (Quality & Experience)



Nursing Staffing Fill Rate (Quality Strategy - Goal 4: Building on Capacity and Capability)

Ward name	Specialty	Day		Night		Care Hours Per Patient		
		Ave fill rate Registered	Ave fill rate Care staff (%)	Ave fill rate Registered	Ave fill rate Care staff (%)	Registered Nurses/Midwi ves	Care Staff	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:
14	502 - GYNAECOLOGY	98.9%	100.0%	100.0%	100.0%	2.6	1.5	Registered Nurses
17	320 - CARDIOLOGY	88.8%	89.7%	100.3%	120.0%	3.0	2.1	Registered Midwives
18	340 - RESPIRATORY MEDICINE	81.3%	98.7%	85.7%	171.0%	3.6	2.5	Unregistered health care/midwifery care assistants
19/20	430 - GERIATRIC MEDICINE	71.5%	88.6%	99.2%	115.0%	2.3	3.5	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.
AMU	300 - GENERAL MEDICINE	76.1%	92.3%	98.1%	103.3%	4.9	3.1	
Acute Stroke	300 - GENERAL MEDICINE	59.8%	110.6%	91.7%	160.0%	2.8	4.5	
24	370 - MEDICAL ONCOLOGY	102.9%	99.1%	100.0%	. 33	4.8	2.9	M39) (1) 18 W (8) 18 18 18
28	301 - GASTROENTEROLOGY	98.6%	88.6%	100.0%	113.1%	2.6	2.9	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
31	100 - GENERAL SURGERY	78.8%	130.2%	96.6%	98.0%	3.1	3.2	
32	100 - GENERAL SURGERY	84.0%	98.3%	96.7%	190.0%	3.5	3.2	post. These contingency plans can include: moving staff from a shift which is above the minimum required level, moving staff from another ward/area whic
34	110 - TRAUMA & ORTHOPAEDICS	74.9%	93.8%	79.2%	121.1%	13.1	15.2	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 fill rate in September 2016 has increased since last month across the trust as a whole. There has been a reduction in the number of qualified nurses vacancies across the trust following the recruitment of students who are newly qualified. However the largest number of vacancies remain in Care of the Elderly, the Acute Medical Unit and Trauma and Orthopaedics and this is reflected in the fill rates for the individual areas.  Bank and agency usage continues to be monitored with the largest usage being in theatres and the Emergency Department however the trust is now consistently remaining under the cap for spend.  Over the next three months the wards will be reconfigured and this will be reflected in the nurse staffing report.
ITU	192 - CRITICAL CARE MEDICINE	87.6%	80.5%	96.8%	C 2:	23.6	2.0	
SHDU	192 - CRITICAL CARE MEDICINE	101.5%	58.0%	95.0%	0 0	15.5	2.9	
ccu	320 - CARDIOLOGY	93.6%	100.1%	98.0%	39	11.8	1.9	
AN/PN	501 - OBSTETRICS	96.3%	96.1%	97.5%	100.0%	4.6	1.6	
Birthing Centre	501 - OBSTETRICS	96.2%	95.6%	96.1%	96.7%	27.3	4.8	
37	420 - PAEDIATRICS	96.0%	85.0%	92.2%	33.3%	9.8	2.1	
15	422- NEONATOLOGY	86.4%	73.3%	97.6%	50.0%	16.1	3.1	We are now submitting Care Hours per patient to unify.