

Patients will experience safe care (Quality & Experience)



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

Nursing Staffing Fill Rate			Day		Night		Comments: 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 and the. Following a recruitment campaign we have 27 newly qualified staff nurses commencing in September 2015 who will be following a robust preceptorship programme and will improve staffing levels in a number of areas. Specific recruitment is on-going in the emergency department. There are rates of over 100% staffing of care staff in some areas on nights this is explained due to the dependency of patients in some of the medical wards and the requirement for 1-1 nursing.
	Ward name	Specialty	Ave fill rate	Ave fill rate	Ave fill rate	Ave fill rate	
			Registered	Care staff (%)	Registered	Care staff (%)	
	14	502 - Gynaecology	95.7%	81.7%	100.0%	100.0%	
	17	320 - Cardiology	86.0%	88.3%	100.0%	112.4%	
	18	340 - Respiratory Medicine	83.3%	95.8%	98.4%	129.0%	
	19	430 - Geriatric Medicine	86.1%	90.6%	100.0%	120.1%	
	20	430 - Geriatric Medicine	68.8%	103.5%	90.3%	146.8%	
	AMU	300 - General Medicine	77.1%	97.9%	99.5%	99.2%	
	23	300 - General Medicine	90.2%	91.9%	97.9%	190.3%	
	24	370 - Medical Oncology	97.1%	104.2%	100.0%	-	
	28	301 - Gastroenterology	85.6%	86.0%	100.0%	130.6%	
	31	100 - General Surgery	71.6%	118.6%	99.9%	102.7%	
	32	100 - General Surgery	90.9%	110.9%	100.0%	119.4%	
	34	110 - Trauma & Orthopaedics	77.0%	94.4%	103.2%	103.2%	
	ITU	192 - Critical Care Medicine	81.6%	49.0%	95.4%	-	
	SHDU	192 - Critical Care Medicine	104.5%	69.2%	100.0%	-	
	CCU	320 - Cardiology	94.3%	74.3%	100.3%	-	
	AN/PN	501 - Obstetrics	101.7%	102.3%	96.3%	90.6%	
	Birthing Centre	501 - Obstetrics	94.2%	77.1%	97.4%	87.0%	
	37	420 - Paediatrics	87.7%	72.8%	97.0%	50.0%	
	15	422 - Neonatology	94.7%	73.0%	92.1%	83.3%	