

Patients will experience safe care (Quality & Experience)

Nursing Staffing Fill Rate

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 care 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 whilst the Acute medical Unit in CBU 3 also has a number of vacancies currently. A recruitment campaign is on-going and a number of newly qualified staff have been recruited to the Trust to start in September 2015.
	Ward name		Average fill rate - registered	Average fill rate - care staff (%)	Average fill rate - registered	Average fill rate - care staff (%)	
	Specialty						
14	502 - GYNAECOLOGY	97.1%	83.6%	96.1%	117.6%		
17	320 - CARDIOLOGY	90.5%	92.8%	95.4%	124.5%		
18	340 - RESPIRATORY MEDICINE	91.5%	87.7%	106.5%	116.1%		
19	430 - GERIATRIC MEDICINE	90.1%	97.8%	96.8%	122.6%		
20	430 - GERIATRIC MEDICINE	65.6%	97.6%	101.6%	121.0%		
AMU	300 - GENERAL MEDICINE	79.1%	96.4%	99.1%	106.8%		
23	300 - GENERAL MEDICINE	93.4%	93.9%	97.6%	244.2%		
24	370 - MEDICAL ONCOLOGY	93.8%	101.6%	98.4%	-		
28	301 - GASTROENTEROLOGY	94.8%	86.9%	100.0%	133.6%		
31	100 - GENERAL SURGERY	82.0%	117.9%	101.6%	105.3%		
32	100 - GENERAL SURGERY	89.2%	114.0%	101.6%	100.0%		
34	110 - TRAUMA & ORTHOPAEDICS	82.1%	100.0%	95.2%	108.6%		
ITU	192 - CRITICAL CARE MEDICINE	80.6%	46.4%	95.9%	-		
SHDU	192 - CRITICAL CARE MEDICINE	100.0%	77.1%	100.0%	-		
CCU	320 - CARDIOLOGY	95.0%	99.9%	100.2%	-		
AN/PN	501 - OBSTETRICS	93.3%	98.7%	96.3%	91.7%		
Birth Centre	501 - OBSTETRICS	94.6%	89.7%	96.5%	82.9%		
37	171 - PAEDIATRIC SURGERY	93.5%	59.7%	97.0%	-		
15	170 - CARDIOTHORACIC SURGERY	94.4%	82.9%	95.0%	90.3%		