

## January 2016 - Ward by Ward Safer Staffing Exception Report – (December Data)

Red = < 90% fill rate    Blue = >120% fill rate

Ward Name	Day		Night		Summary
	Average fill rate RN/RM (%)	Average fill rate CA (%)	Average fill rate RN/RM (%)	Average fill rate - CA (%)	Explanation and Actions taken where fill rate <90% or >120%
ACE	75.3%	98.3%	94.6%	99.4%	RN hours during the day is due to sickness and secondments to others wards. Band 4 Assistant Practitioner in post and Supervisory Sister covered shortfall of RNs.
Acute Stroke Unit	83.0%	90.5%	95.8%	116.7%	Shortfall of RN hours day are due to vacancies and long and short term sickness. Additional HCA hours support staffing levels at night. Recruitment is active and sickness is being actively managed. Supervisory Sister and Matron worked clinically as required.
Cardiac Ward	80.0%	97.0%	72.1%	158.1%	RN hour's shortfall day and night is due to vacancies, sickness and maternity leave. Additional HCA hours supported the shortfall at night. Recruitment and sickness being actively managed.
Charlotte Ward	91.6%	120.2%	101.1%	106.5%	Additional HCA hours during the day supported the shortfall in RN hours and increased dependency of patients.
Cheselden Ward	90.7%	91.3%	98.4%	99.6%	
Children's Ward	79.6%	161.9%	97.9%	50.0%	RN hours shortfall day and HCA night hours are due to vacancies, sickness and maternity leave. HCA day hours increased to offset RN shortfall and Specialist nurses and NICU staff supported as required (not recorded).
Combe Ward	82.2%	114.6%	82.8%	126.4%	The RN day and night shortfall is due to vacancies and

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					sickness. Additional HCA hours cover the shortfall at night. Band 4 Assistant Practitioner is in post during the day. Recruitment and sickness are being managed.
Coronary Care Unit	94.1%	135.4%	100.6%	137.9%	Additional HCA hours reflects the increased patient dependency.
Forrester Brown Ward	82.7%	111.2%	91.9%	119.7%	RN day fill rate is due to vacancies and sickness. Band 4 Assistant Practitioners and additional HCA hours and Supervisory Sister support the reduced RN hours.
Haygarth Ward	91.2%	100.5%	79.5%	99.5%	RN hours during the night are due to vacancies and sickness. Recruitment and sickness is actively being managed. Staff were deployed from other wards if required (not recorded).
Helena Ward	103.3%	98.0%	75.3%	108.1%	RN hours at night were due to sickness and additional HCA hours have been booked to cover this.
Intensive Therapy Unit	88.8%	81.6%	89.6%	38.7%	RN and HCA shortfall is due to sickness and vacancies. Usually 1 HCA at night. Sufficient staff were rostered to cover the acuity levels and numbers of patients on the unit. Recruitment and sickness is being actively managed.
Medical Assessment Unit	87.9%	101.6%	89.9%	106.9%	The RN day and night shortfall was due to vacancies and maternity leave. Additional HCAs hours covered the shortfall at night and staff were deployed from other wards as required (not recorded). Recruitment being actively managed.

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Medical Short Stay	97.0%	114.8%	101.7%	109.7%	
Midford Ward	87.9%	110.9%	79.4%	108.8%	RN shortfall in the day and night is due to vacancies and sickness. Additional HCA hours support the shortfall also Band 4 Assistant Practitioner in post. Active recruitment is on-going and sickness is being managed.
Neonatal Intensive Care Unit	72.8%	101.4%	94.8%	103.3%	Shortfall with RNs days is due to vacancies and sickness. Additional HCA hours covered the shortfall and staff assist from Children's ward if required (not recorded). Actively recruiting and sickness being managed.
Parry Ward	96.3%	103.9%	85.3%	106.0%	RN hours at night were due to vacancies and sickness. Additional HCAs covered at night as required.
Phillip Yeoman Ward	79.8%	101.4%	89.0%	89.0%	The shortfall of RN and HCA hours are due to reduced staffing levels to match the reduced activity over the Christmas period (elective surgical ward).
Pulteney Ward	95.5%	112.7%	100.0%	127.5%	Additional HCA hours at night support increased acuity of Head and Neck patients.
Respiratory Ward	77.5%	110.6%	78.5%	146.3%	The RN hour's day and night is due to vacancies and sickness. Additional night HCA hours cover the RN shortfall. Active recruitment and sickness management is in place.
Robin Smith Ward	91.9%	89.7%	97.7%	103.0%	HCA hours due to sickness and Supervisory Sister supports clinically during the day as required.

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Surgical Admissions Unit	91.7%	104.0%	88.8%	159.7%	The shortfall in RNs in the day was due to sickness staff being deployed to other areas. The Supervisory Charge Nurse supported clinically as required. Additional HCA night hours support additional inpatients in escalation.
Surgical Short Stay Unit	101.0%	101.4%	58.7%	108.1%	Staffing levels were reduced due to reduced activity over the Christmas period (elective surgery).
Waterhouse Ward	85.4%	83.8%	66.2%	145.7%	The staffing levels are from the previous ward (Pulteney) and this new ward has fewer beds. Staff were deployed to cover other wards (not recorded). The staffing levels will become aligned as staff leave the ward or get reassigned. RN hours fill at night were due to sickness and HCA hours covered the shortfall.
William Budd Ward	94.1%	126.7%	86.0%	129.5%	Shortfall of RN night hours is due to RN vacancies and sickness. Additional HCA hours support the shortfall and increased dependency. Recruitment is being actively managed.
Mary Ward	103.3%	89.4%	96.5%	99.5%	MCA hours are due to vacancies, maternity leave and sickness. Recruitment and sickness are being actively managed.
Paulton Birthing Centre	100.0%	100.0%	100.0%	100.0%	
Chippenham B.Centre	100.0%	100.0%	100.0%	100.0%	

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RNHRD Violet Prince Ward	95.7%	113.7%	99.7%	N/A	