

April 2016 - Ward by Ward Safer Staffing Exception Report – (March Data)

Appendix B

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	78.2%	83.2%	98.3%	95.4%	RN hours during the day is due to sickness and secondments to others wards. HCA hours due to long term sickness. Band 4 Assistant Practitioner in post and Supervisory Sister covered shortfall of RNs.
Acute Stroke Unit	82.0%	77.1%	96.8%	99.3%	RN and HCA hours during the day are due to vacancies and long and short term sickness. Supervisory Sister and Matron worked clinically and staff deployed from other areas as required. Recruitment is active and sickness is being actively managed.
Cardiac Ward	83.2%	93.6%	76.1%	151.6%	RN hour's shortfall day and night is due to vacancies and sickness. Additional HCA hours supported the shortfall at night. Supervisory Sister supporting during the day. Recruitment and sickness being actively managed.
Charlotte Ward	100.2%	103.3%	99.7%	101.6%	
Cheselden Ward	77.4%	111.6%	100.0%	109.7%	RN vacancies during the day – additional HCA hours supported and Supervisory Sister covered the shortfall as required.
Children's Ward	85.8%	157.6%	103.6%	40.3%	RN hours shortfall day and HCA night hours are due to vacancies, long and short term sickness and maternity

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					leave. HCA day hours increased to offset RN shortfall. Supervisory Sister, Matron and NICU staff supported as required (not recorded).
Combe Ward	91.0%	111.6%	102.4%	126.0%	Additional HCA hours supported the dependency of patients and 1;1 specials as required.
Coronary Care Unit	92.4%	86.3%	100.2%	94.0%	HCA shortfall due to sickness. Supervisory Sister supported the ward clinically as required.
Forrester Brown Ward	81.2%	109.6%	97.6%	101.2%	RN day fill rate is due to vacancies and sickness. Band 4 Assistant Practitioners and additional HCA hours supported the shortfall. Supervisory Sister also supported during the day as required.
Haygarth Ward	84.4%	93.3%	79.5%	92.3%	The RN day and night shortfall is predominantly due to sickness. Sickness is actively being managed. Staff were deployed from other wards if required (not recorded).
Helena Ward	110.2%	110.7%	73.1%	137.0%	RN hours at night was due to sickness. Additional HCA hours supported the shortfall.
Intensive Therapy Unit	92.9%	118.9%	88.8%	64.5%	RN shortfall is due to vacancies and sickness and HCA shortfall is due to sickness and maternity leave. 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	82.8%	109.0%	83.3%	112.7%	The RN day and night shortfall is due to vacancies and maternity leave. Supervisory Sister supported during the day and additional HCAs hours covered the

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					shortfall. Staff were deployed from other wards as required (not recorded). Recruitment is being actively managed.
Medical Short Stay	87.0%	117.2%	94.9%	112.4%	The RN hours were due to sickness, additional HCA hours supported the shortfall and Supervisory Sister supported clinically as required.
Midford Ward	77.3%	97.7%	83.8%	98.9%	RN shortfall in the day and night is due to vacancies and sickness. Supervisory Sister and Band 4 Assistant Practitioner support during the day. Active recruitment is on-going and sickness is being managed.
Neonatal Intensive Care Unit	63.4%	96.2%	102.6%	87.1%	Shortfall with RNs day and HCA night hours is due to vacancies, sickness and maternity leave. Other staff assist, including Supervisory Sister and nurses from Children's ward if required (not recorded). Actively recruiting and sickness being managed.
Parry Ward	118.5%	101.1%	105.5%	95.9%	
Phillip Yeoman Ward	86.5%	115.2%	86.1%	88.5%	The shortfall of RN hours day and night are due to vacancies and long term sickness. HCA night hours are also due to sickness. Supervisory Sister supported during the day and reduced inpatient numbers at night supported reduced staffing levels (elective surgical ward).
Pulteney Ward	92.8%	114.1%	97.8%	127.6%	Shortfall RN hours during the day due to vacancies and sickness. Additional HCA hours (day) support the RN hours and additional HCA hours at night support increased acuity of Head and Neck patients.

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Respiratory Ward	70.4%	107.1%	79.7%	148.3%	The RN day and night hour's is due to vacancies and sickness. Additional night HCA hours cover the RN shortfall and Supervisory Sister supports during the day. Active recruitment and sickness management is in place.
Robin Smith Ward	92.8%	75.1%	104.2%	98.9%	Shortfall HCA day hours were due to sickness and vacancies. Supervisory Sister supports clinically during the day as required.
Surgical Admissions Unit	107.9%	93.1%	94.2%	119.0%	
Surgical Short Stay Unit	79.3%	103.4%	98.5%	146.6%	RN shortfall during the day due to sickness and vacancies. Supervisory Charge Nurse supported during the day as required. Additional HCA hours at night supported increased overnight patient numbers during escalation.
Waterhouse Ward	89.8%	88.6%	78.2%	138.4%	Shortfall of RN days and nights and HCA days is due to vacancies and sickness. Supervisory Sister supported during the day and staff were deployed from other areas as required. Additional HCA hours supported RN shortfall at night.
William Budd Ward	93.4%	118.4%	92.3%	125.9%	Additional HCA hours supported increased dependency at night.
Mary Ward	107.5%	84.0%	92.6%	94.4%	MCA hours during the day is due to vacancies. Recruitment is being actively managed.
Paulton Birthing Centre	-	-	-	-	Paulton Birthing Centre closed this month

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Chippenham B.Centre	93.6%	88.3%	96.0%	70.4%	MCA hours during the day and night is due to vacancies. Recruitment is being actively managed.
RNHRD Violet Prince Ward	100.2%	88.8%	98.4%	71.8%	HCA hours during the day and night were increased to support receiving medical patients from RUH. HCA sickness and vacancies and unable to fill at short notice. (usually no HCAs at night).