

## November 2016 - Ward by Ward Safer Staffing Exception Report – (October 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	69.3%	83.1%	84.9%	91.1%	RN hours during the day is due to sickness and secondments to others wards. HCA day hours due to long term sickness. Supervisory Sister covered shortfall as required.
Acute Stroke Unit	87.9%	74.6%	99.8%	99.7%	RN and HCA hours during the day are due to vacancies and long and short term sickness. Supervisory Sister and Matron worked clinically as required. Recruitment is active and sickness is being managed.
Cardiac Ward	97.2%	97.5%	73.9%	164.4%	RN hour's shortfall at night is due to vacancies and sickness. Additional HCA hours supported the shortfall during the night. Recruitment and sickness being actively managed.
Charlotte Ward	107.0%	96.1%	101.5%	95.8%	
Cheselden Ward	86.9%	119.4%	104.6%	116.1%	RN day hours were due to vacancies and sickness. Additional HCA hours supported patient care.
Children's Ward	75.9%	153.6%	96.7%	48.4%	RN hours during the day is due to vacancies and sickness, increased HCA hours supported this shortfall during the day and including the Supervisory Sister. HCA night hours are due to sickness, however staffing levels met the needs of the patients at night. Patient numbers decrease at night.

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Combe Ward	93.6%	105.4%	93.1%	150.0%	Additional HCA hours at night supported the dependency of patients and those requiring close observation.
Coronary Care Unit	90.2%	70.6%	101.9%	101.6%	HCA shortfall during the day was due to sickness and vacancies. The Supervisory Sister supported the ward clinically as required.
Forrester Brown Ward (A)	98.8%	101.0%	81.3%	93.8%	RN night hours is due to vacancies and sickness. If additional staff are required staff move from other the other wards next door to support as required.
Forrester Brown Ward (B)	91.3%	135.6%	92.7%	120.8%	Additional HCA hours accounts for Assistant Practitioner hours (Band 4) which supports the RN hours and clinical acuity.
Haygarth Ward	96.2%	95.5%	89.3%	117.9%	The RN night shortfall is predominantly due to sickness which is being actively being managed. Additional HCA hours supported the RN shortfall.
Helena Ward	106.9%	150.1%	108.7%	177.4%	HCA hours day and night was due to the increased clinical acuity of patients.
Intensive Therapy Unit	92.7%	91.8%	87.6%	45.2%	RN and HCA shortfall is due to managing sickness and other leave. Usually 1 HCA each shift. Sufficient staff were rostered to cover the acuity levels and numbers of patients on the unit. Sickness is being actively managed.
Medical Assessment Unit	87.2%	101.0%	90.5%	110.8%	The RN day shortfall is due to vacancies. Supervisory Sister supported during the day and additional HCAs hours covered the shortfall at night. Staff were deployed from other wards as required (not recorded).

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Medical Short Stay	82.7%	89.4%	103.7%	96.8%	The RN and HCA day hours were due to vacancies and sickness. Supervisory Sister supported clinically as required.
Midford Ward	75.5%	103.7%	82.7%	113.7%	RN shortfall in the day and night is due to vacancies and sickness. Supervisory Sister and Band 4 Assistant Practitioners support RN hours. Active recruitment is on-going and sickness is being managed.
Neonatal Intensive Care Unit	66.1%	93.9%	81.6%	90.3%	Shortfall with RNs day and night is due to vacancies, sickness and maternity leave. Other staff assist, including Supervisory Sister/Practitioner and nurses from Children's ward if required (not recorded). Actively recruiting and sickness being managed.
Parry Ward	100.2%	84.0%	95.5%	138.7%	HCA hours during the day shift are due to vacancies and sickness. Additional HCA hours at night were due to patients requiring close observation. Supervisory Sister provided clinical care during the day if required.
Phillip Yeoman Ward	100.7%	73.5%	97.4%	101.9%	HCA day hours are due to vacancies and Supervisory Sister supported clinically as required. Reduced inpatient numbers over the weekend reflect staffing levels (elective surgical ward).
Pulteney Ward	90.8%	107.8%	100.9%	130.8%	Additional HCA hours at night support increased acuity of patients.
Respiratory Ward	78.7%	107.6%	80.3%	134.3%	The RN day and night hour's is due to vacancies and sickness. Additional night HCA hours cover the RN shortfall. Supervisory Sister supports during the day.

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Robin Smith Ward	85.0%	91.6%	101.8%	101.1%	RN hours during the day were due to vacancies and sickness. Staff were moved from other wards if required to support clinical care.
Surgical Admissions Unit	99.8%	86.5%	93.2%	128.4%	HCA hours during the day were due to vacancies and sickness. Supervisory Sister and Nurse Practitioners supported clinically as required. Additional HCA hours during the night supported additional patients during escalation.
Surgical Short Stay Unit	91.2%	122.2%	87.1%	180.8%	Additional HCA hours day and night supported increased patient numbers during escalation as required and supported RN hours at night.
Waterhouse Ward	78.5%	97.7%	67.6%	107.3%	RN hours shortfall day and night is due to vacancies. Supervisory Sister supported clinical care and staff were moved from other wards as required.
William Budd Ward	97.8%	143.0%	91.6%	127.4%	Additional HCA hours supported increased clinical acuity.
Mary Ward and Central Delivery Suite	102.1%	84.6%	91.0%	97.5%	MCA hours during the day were due to vacancies and sickness. The staffing levels met the needs of the patients and if clinical support was required then the Supervisory Midwife and Matron would have supported.
Paulton Birthing Centre	63.0%	61.9%	103.9%	100.0%	The staffing levels met the needs of the patients that were present in the Birthing Centre. If the number of mothers/births required additional midwives/MCAs then this would have been provided.

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Chippenham B.Centre	80.9%	60.8%	95.7%	78.5%	The staffing levels met the needs of the mothers/births in the Birthing Centre. If the number of mothers/births required additional midwives/MCAs then this would have been provided.
Trowbridge B.Centre	110.0%	105.9%	102.4%	N/A	
Frome B.Centre	100.8%	94.8%	118.1%	90.3%	
Violet Prince Ward	88.0%	100.0%	100.0%	100.0%	RN hours shortfall during the day were due to vacancies. The Supervisory Sister and Matron provided clinical support as required.