

June 2015 Safer Staffing Report – (May Data)

Appendix E

Ward Name	Day		Night		Explanation and Actions taken where fill rate <90% or >120%
	Average fill rate RN/RM (%)	Average fill rate CA (%)	Average fill rate RN/RM (%)	Average fill rate - CA (%)	
ACE	73.2%	88.3%	74.0%	99.7%	RN shortfall day and night due to sickness and secondments to others areas. HCA shortfall during the day is due to vacancies. Band 4 Assistant Practitioner in post and covers shortfall of RNs. Sickness being actively managed.
Acute Stroke Unit	88.5%	82.7%	96.6%	97.3%	Shortfall of RN and HCAs day hours are due to long and short term sickness. Sickness is being actively managed.
Cardiac Ward	83.4%	86.7%	78.2%	128.0%	RN hour's shortfall day and night is due to sickness and maternity leave and staff being occasionally deployed to cover other wards. HCA day hour's shortfall during the day is also due to sickness. Sickness is being actively managed.
Charlotte Ward	94.3%	116.1%	100.0%	98.4 %	
Cheselden Ward	97.9%	132.8%	99.0%	97.9%	HCA numbers increased due to extra 6 beds being open for escalation.
Children's Ward	81.6%	163.5%	91.0%	125.8%	RN day shortfall in the day due to vacancies, sickness and 3.4 on maternity leave. HCA numbers increased day and night to offset RN shortfall. Recruitment and sickness is being actively managed.
Combe Ward	75.6%	123.6%	78.5%	140.2%	The RN day and night shortfall is due to vacancies and sickness. Additional HCA hours cover the shortfall including a Band 4 Assistant Practitioner.

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					Additional HCA hours for patients requiring 'specialling'. Recruitment and sickness is being managed.
Coronary Care Unit	90.0%	102.2%	97.5%	92.7%	RN shortfall on days due to long term sickness. Sickness is being actively managed.
Forrester Brown Ward	90.0%	115.7%	87.8%	125.5%	RN shortfall at night is due to sickness and vacancies. Additional night HCA hours support the RN shortfall and to support patients for 'specialling'.
Haygarth Ward	81.5%	83.3%	93.2%	97.5%	RN and HCA hour's shortfall day shift is due to vacancies. Recruitment is actively being managed. Staff were deployed from other wards to support as required.
Helena Ward	100.6%	126.0%	95.8%	125.3%	Additional HCA hours have been booked for patients requiring 'specialling'.
Intensive Therapy Unit	92.3%	87.4%	97.7%	64.5%	HCA shortfall due to sickness and a vacancy. Usually 1 HCA at night. Sufficient staff to cover the acuity levels of the patient. Recruitment and sickness being actively managed.
Medical Assessment Unit	88.1%	118.3%	86.6%	97.4%	The RN night shortfall was due to vacancies (4.5wte) and maternity leave (5.6wte). HCA additional day hours supported the RN shortfall. Recruitment being actively managed.
Medical Short Stay	92.7%	114.1%	98.3%	183.0%	Additional HCA hours during the night supported patients requiring 'specialling'.

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Midford Ward	73.9%	111.9%	84.2%	108.1%	RN shortfall due to vacancies and sickness. Additional HCA hours support the shortfall including Band 4 Assistant Practitioner. Active recruitment is on-going and sickness is being managed.
Neonatal Intensive Care Unit	72.4%	98.6%	101.3%	74.2%	Shortfall with RNs days and HCA nights is due to vacancies and sickness. Additional staff will assist from Children's ward if required (not necessarily recorded). Actively recruiting and sickness being managed. Staffing levels met the acuity and dependency of the Unit at the time.
Parry Ward	124.1%	73.9%	167.2%	104.3%	The shortfall in HCAs during the day is due to vacancies. Active recruitment in place. Additional RN hours is due to patients requiring mental health 'specialling'.
Phillip Yeoman Ward	75.7%	107.7%	86.2%	92.1%	The shortfall of RN day and night hours are due to vacancies and also reflects the patient acuity and dependency required for their planned elective surgical activity. Additional HCAs support during the day when acuity and dependency is higher.
Pulteney Ward	102.3%	99.6%	81.2%	105.9%	RN shortfall during the night is due to sickness and staff deployed to cover other wards. Additional HCA hours support the shortfall as required.
Respiratory Ward	84.8%	102.0%	83.7%	129.8%	The RN hour's shortfall day and night is due to sickness and staff being moved to other wards as the patient acuity and dependency allows. Additional night HCA hours cover the RN shortfall

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					and also for patients requiring 'specialling'. Head of Nursing and Matron will review staff deployment.
Robin Smith Ward	110.6%	103.0%	122.2%	154.4%	Additional RN and HCA hours at night to support patients requiring 'specialling'.
Surgical Admissions Unit	91.6%	108.6%	124.6%	88.0%	Additional RN hours at night are for additional beds opened in escalation. Shortfall in HCA hours at night are due to vacancies and sickness both of which are being actively managed.
Surgical Short Stay Unit	73.4%	115.4%	99.0%	185.4%	RN shortfall in the day is due to vacancies and sickness. Additional HCA hours at night are to cover additional beds for waiting list initiatives or escalation overnight. Sickness and recruitment is being actively managed.
Waterhouse Ward	85.1%	109.6%	104.3%	97.0%	Shortfall in RN day hours are due to vacancies and sickness. Additional HCA hours supported the shortfall and recruitment and sickness are being managed.
William Budd Ward	91.2%	89.7%	100.1%	117.7%	Shortfall of HCA day hours is due to sickness and vacancies. Sickness and recruitment is being actively managed.
Mary Ward	94.2%	83.0%	94.1%	96.1%	Maternity Care Assistant (MCA) shortfall due to vacancies, maternity leave and sickness. MCAs now recruited but not yet started.
Paulton Birthing Centre	100.0%	100.0%	100.0%	100.0%	

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Chippenham Birthing Centre	100.0%	100.0%	100.0%	100.0%	
RNHRD Violet Prince Ward	96.9%	117.9%	100.0%	N/A	