

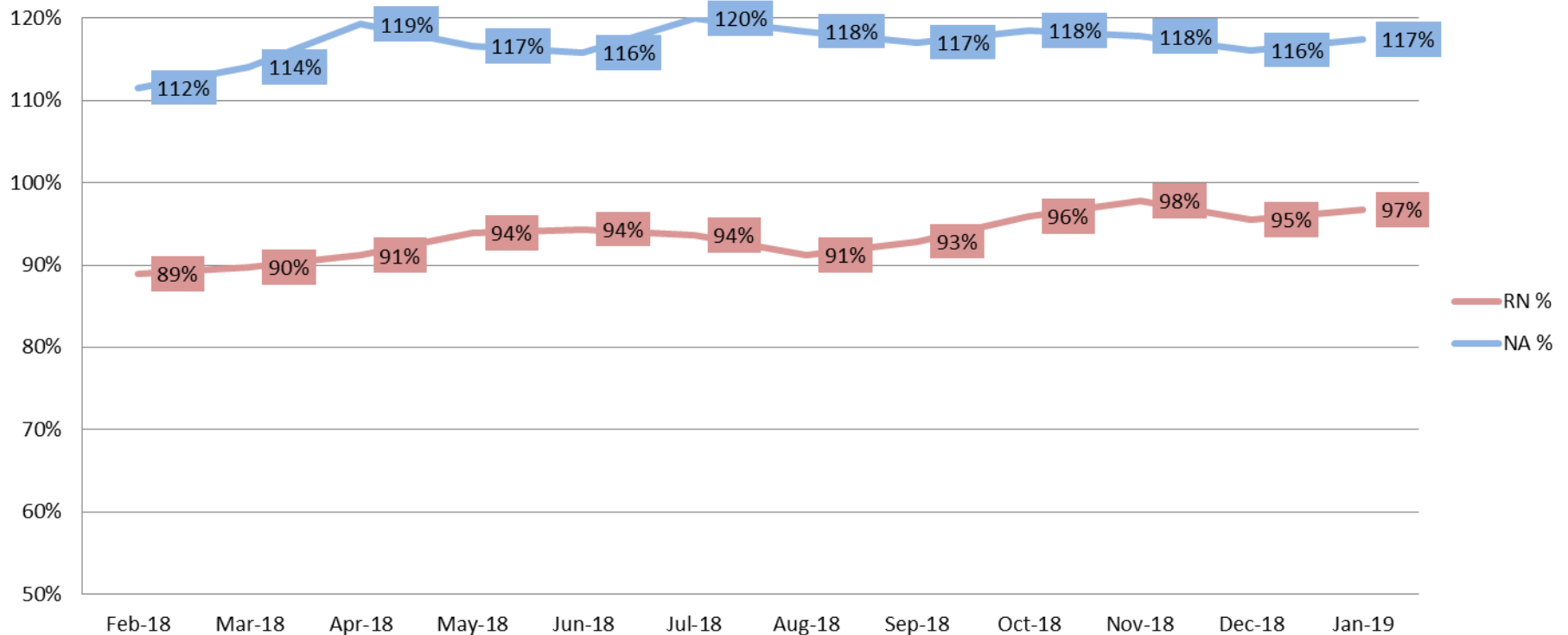
# Safe Staffing NQB Report

January 2019

# Monthly Comparisons – Actual Staffing Levels

Month	Registered Nurses			Nursing Assistants			Combined			Skill Mix	
	Planned hours	Actual Hours	%	Planned Hours	Actual Hours	%	Planned Hours	Actual Hours	%	RN	NA
Jan-19	63745	61631	97%	34586	40605	117%	98331	102237	104%	60%	40%

## Monthly Comparison - Actual Staffing Levels



# Overview of Nurse Staffing Hours – January 2019

<b>Day</b>	<b>RN</b>	<b>NA</b>
Total Planned Hours	38801	21568
Total Actual Hours	36299	25818
Fill Rate (%)	94%	120%

<b>Night</b>	<b>RN</b>	<b>NA</b>
Total Planned Hours	24943	13018
Total Actual Hours	25332	14787
Fill Rate (%)	102%	114%

The percentage hours are based on actual versus planned and are measured on a shift by shift basis.

# Nursing Hours by Day Shifts

Wards	Day RN Planned	Day RN Actual	Day RN Fill Rate	Day NA Planned	Day NA Actual	Day NA Fill Rate
AMU	2045	2047	100%	1121	1570	140%
Durrington	1234	1211	98%	863	1310	152%
Farley	2313	2162	93%	1535	1859	121%
Hospice	930	935	100%	928	876	94%
Pembroke	849	835	98%	366	378	103%
Pitton	1837	1844	100%	1052	1743	166%
Redlynch	1623	1494	92%	1123	1259	112%
Tisbury	2134	1934	91%	705	916	130%
Whiteparish	1314	1108	84%	1019	1350	133%
Spire	1611	1316	82%	1727	2260	131%
Britford	2122	2121	100%	1094	1415	129%
Downton	1367	1358	99%	931	970	104%
Radnor	3582	3791	106%	353	332	94%
Breamore Short Stay	1257	1215	97%	726	757	104%
Amesbury	1788	1628	91%	1423	1573	111%
Avon	1676	1254	75%	1950	2020	104%
Chilmark	1739	1525	88%	1143	1437	126%
Odstock	1680	1385	82%	728	1042	143%
Tamar	1484	1270	86%	1512	1525	101%
Maternity	2981	2619	88%	916	879	96%
NICU	1116	1185	106%	0	0	100%
Sarum	2124	2065	97%	357	349	98%
<b>Grand Total</b>	<b>38801</b>	<b>36299</b>	<b>94%</b>	<b>21568</b>	<b>25818</b>	<b>120%</b>

# Nursing Hours by Night Shifts

Wards	Night RN Planned	Night RN Actual	Night RN Fill Rate	Night NA Planned	Night NA Actual	Night NA Fill Rate
AMU	1532	1832	120%	403	729	181%
Durrington	713	759	106%	713	735	103%
Farley	1070	1070	100%	713	1127	158%
Hospice	589	590	100%	295	295	100%
Pembroke	713	713	100%	357	368	103%
Pitton	1058	1340	127%	713	869	122%
Redlynch	1070	1047	98%	713	746	105%
Tisbury	1426	1370	96%	357	587	165%
Whiteparish	713	702	98%	713	748	105%
Spire	1070	1024	96%	702	1106	158%
Britford	1070	1084	101%	713	810	114%
Downton	713	714	100%	713	793	111%
Radnor	3106	3372	109%	357	358	100%
Breamore Short Stay	712	711	100%	713	702	98%
Amesbury	1070	1058	99%	1068	1185	111%
Avon	930	905	97%	930	905	97%
Chilmark	589	580	98%	589	580	98%
Odstock	1070	1034	97%	713	734	103%
Tamar	620	623	100%	620	621	100%
Maternity	2836	2549	90%	927	794	86%
NICU	1058	1060	100%	0	0	100%
Sarum	1219	1199	98%	0	0	100%
<b>Grand Total</b>	<b>24943</b>	<b>25332</b>	<b>102%</b>	<b>13018</b>	<b>14787</b>	<b>114%</b>

# Actions we take when staffing levels are below plan for a particular ward

- Nurse in charge will assess patients against staffing levels on that ward
- Staffing levels are assessed across the hospital by senior nursing teams and staff are moved around to ensure appropriate care is provided in all areas
- Staff and ward leaders on training days/supervisory shifts are brought back to work clinical shifts if required
- Additional nursing assistants brought in to support unfilled nursing shifts

Please note that while we will have planned staffing levels for wards, these will automatically be reviewed and altered where beds are empty or increased, or where there is a change in the level of care needed during a shift