

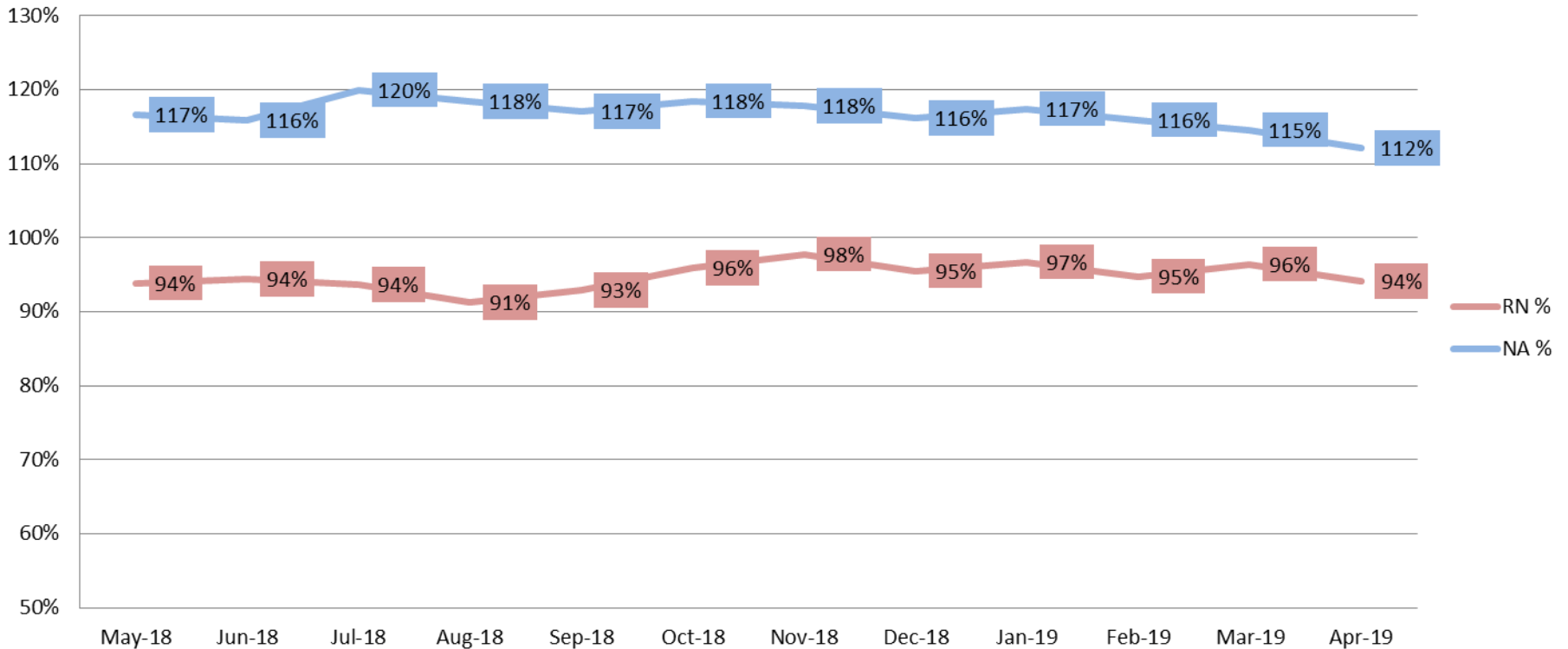
Safe Staffing NQB Report

April 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
April -19	60654	57051	94%	32469	36396	112%	93123	93447	100%	61%	39%

Monthly Comparison - Actual Staffing Levels



Overview of Nurse Staffing Hours – April 2019

Day	RN	NA
Total Planned Hours	36659	20237
Total Actual Hours	33941	22280
Fill Rate (%)	93%	110%

Night	RN	NA
Total Planned Hours	23995	12232
Total Actual Hours	23110	14116
Fill Rate (%)	96%	115%

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	2032	2243	110%	1403	1348	96%
Durrington	1193	1039	87%	867	1139	131%
Farley	2096	1705	81%	1434	1833	128%
Hospice	899	1010	112%	870	853	98%
Pembroke	909	897	99%	356	352	99%
Pitton	1817	1614	89%	1090	1283	118%
Redlynch	1563	1445	92%	1096	1129	103%
Tisbury	2124	1938	91%	688	698	102%
Whiteparish	1315	1062	81%	1022	1328	130%
Spire	1541	1292	84%	1661	2205	133%
Britford	2002	1984	99%	1091	1240	114%
Downton	1329	1285	97%	925	879	95%
Radnor	2777	2697	97%	340	585	172%
Breamore Short Stay	1197	1144	96%	693	663	96%
Amesbury	1761	1633	93%	1382	1342	97%
Avon	1546	1368	89%	1752	1658	95%
Chilmark	1632	1568	96%	1095	1126	103%
Odstock	1572	1315	84%	727	872	120%
Tamar	1355	1093	81%	1403	1419	101%
Maternity	2924	2525	86%	0	0	100%
NICU	1111	1084	98%	0	0	100%
Sarum	1966	2003	102.0%	345	331	96%
Grand Total	36659	33941	93%	20237	22280	110%

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	1479	1481	100%	690	696	101%
Durrington	690	679	98%	690	828	120%
Farley	1035	955	92%	690	1070	155%
Hospice	570	570	100%	285	276	97%
Pembroke	690	694	101%	345	345	100%
Pitton	1378	1220	89%	690	874	127%
Redlynch	1035	1001	97%	690	966	140%
Tisbury	1380	1289	93%	345	414	120%
Whiteparish	690	713	103%	690	874	127%
Spire	1033	1022	99%	680	1274	187%
Britford	1026	1037	101%	690	774	112%
Downton	690	713	103%	690	690	100%
Radnor	2335	2286	98%	345	332	96%
Breamore Short Stay	690	690	100%	690	687	100%
Amesbury	1035	1032	100%	1035	978	94%
Avon	1035	955	92%	1035	1037	100%
Chilmark	571	560	98%	572	612	107%
Odstock	1002	853	85%	690	702	102%
Tamar	679	690	102%	690	679	98%
Maternity	2751	2510	91%	0	0	100%
NICU	1034	1041	101%	0	0	100%
Sarum	1171	1125	96%	0	12	100%
Grand Total	23995	23110	96%	12232	14116	115%

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