

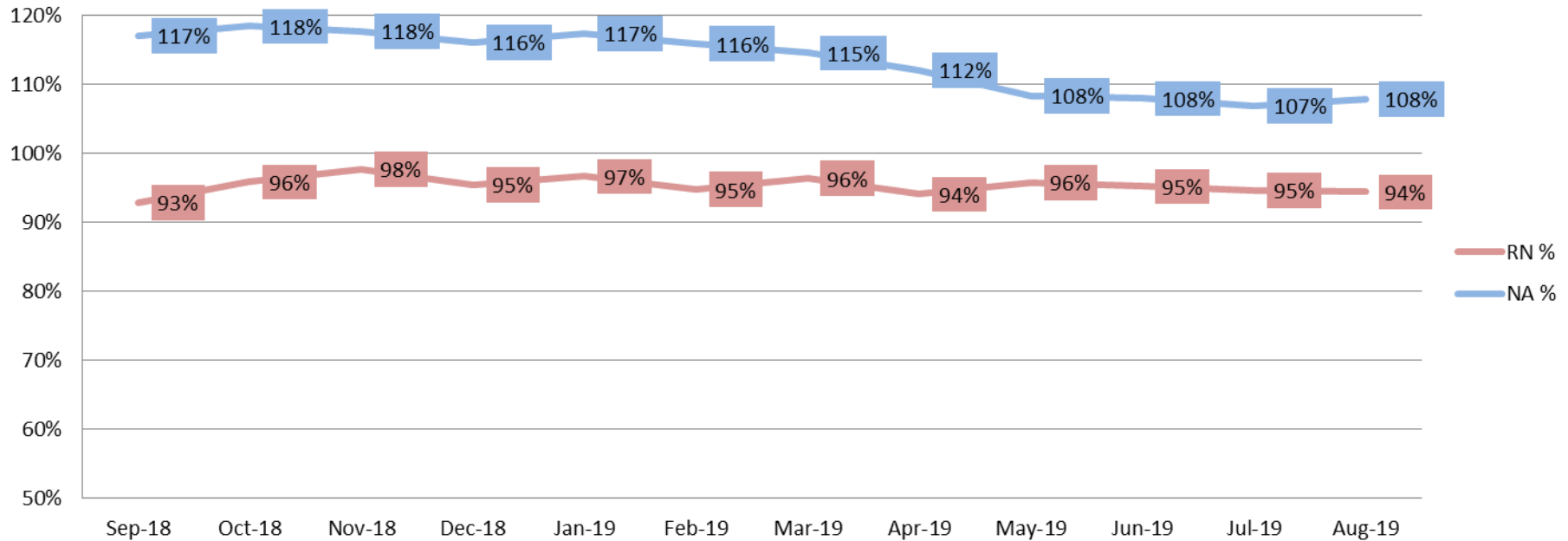
Safe Staffing NQB Report

August 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
August -19	63074	59554	94%	33170	35785	108%	96244	95339	99%	62%	38%

Monthly Comparison - Actual Staffing Levels



Overview of Nurse Staffing Hours – August 2019

Day	RN	NA
Total Planned Hours	38065	20784
Total Actual Hours	34985	21658
Fill Rate (%)	92%	104%

Night	RN	NA
Total Planned Hours	25009	12386
Total Actual Hours	24569	14127
Fill Rate (%)	98%	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 HCA Planned	Day HCA Actual	Day HCA Fill Rate
AMU	2438	2222	91%	1436	1446	101%
Durrington	1217	1011	83%	878	1267	144%
Farley	2140	1717	80%	1533	2038	133%
Hospice	929	967	104%	923	916	99%
Pembroke	989	747	75%	392	398	102%
Pitton	1934	1586	82%	1108	1071	97%
Redlynch	1636	1463	89%	1128	1208	107%
Tisbury	2173	1873	86%	703	767	109%
Whiteparish	1347	1386	103%	1081	939	87%
Spire	1569	1379	88%	1717	2075	121%
Britford	2041	2157	106%	1141	1241	109%
Downton	1291	1274	99%	951	890	94%
Radnor	3183	2878	90%	360	334	93%
Breamore	1236	1099	89%	760	492	65%
Amesbury	1531	1422	93%	1244	1189	96%
Avon	1734	1447	83%	1774	1601	90%
Chilmark	1663	1852	111%	1128	1264	112%
Odstock	1588	1423	90%	738	761	103%
Tamar	1270	1399	110%	1436	1408	98%
Maternity	3037	2722	90%	0	0	100%
NICU	1131	1118	99%	0	0	100%
Sarum	1991	1845	93%	357	357	100.0%
Grand Total	38065	34985	91.9%	20784	21658	104%

Nursing Hours by Night Shifts

Wards	Night RN Planned	Night RN Actual	Night RN Fill Rate	Night HCA Planned	Night HCA Actual	Night HCA Fill Rate
AMU	1556	1605	103%	713	732	103%
Durrington	713	713	100%	713	966	135%
Farley	1070	1035	97%	713	1277	179%
Hospice	589	593	101%	295	314	106%
Pembroke	713	726	102%	357	357	100%
Pitton	1418	1284	91%	713	736	103%
Redlynch	1066	1058	99%	713	813	114%
Tisbury	1426	1381	97%	357	460	129%
Whiteparish	713	736	103%	713	702	98%
Spire	1070	1058	99%	713	1075	151%
Britford	1070	1081	101%	713	711	100%
Downton	713	713	100%	713	827	116%
Radnor	2691	2583	96%	347	359	103%
Breamore	713	692	97%	713	528	74%
Amesbury	1070	1058	99%	771	748	97%
Avon	1070	1091	102%	1070	1001	94%
Chilmark	591	629	106%	589	686	116%
Odstock	1070	938	88%	713	736	103%
Tamar	713	712	100%	713	1058	148%
Maternity	2838	2734	96%	0	0	100%
NICU	1070	1077	101%	0	0	100%
Sarum	1070	1074	100%	46	46	100%
Grand Total	25009	24569	98.2%	12386	14127	114%

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