

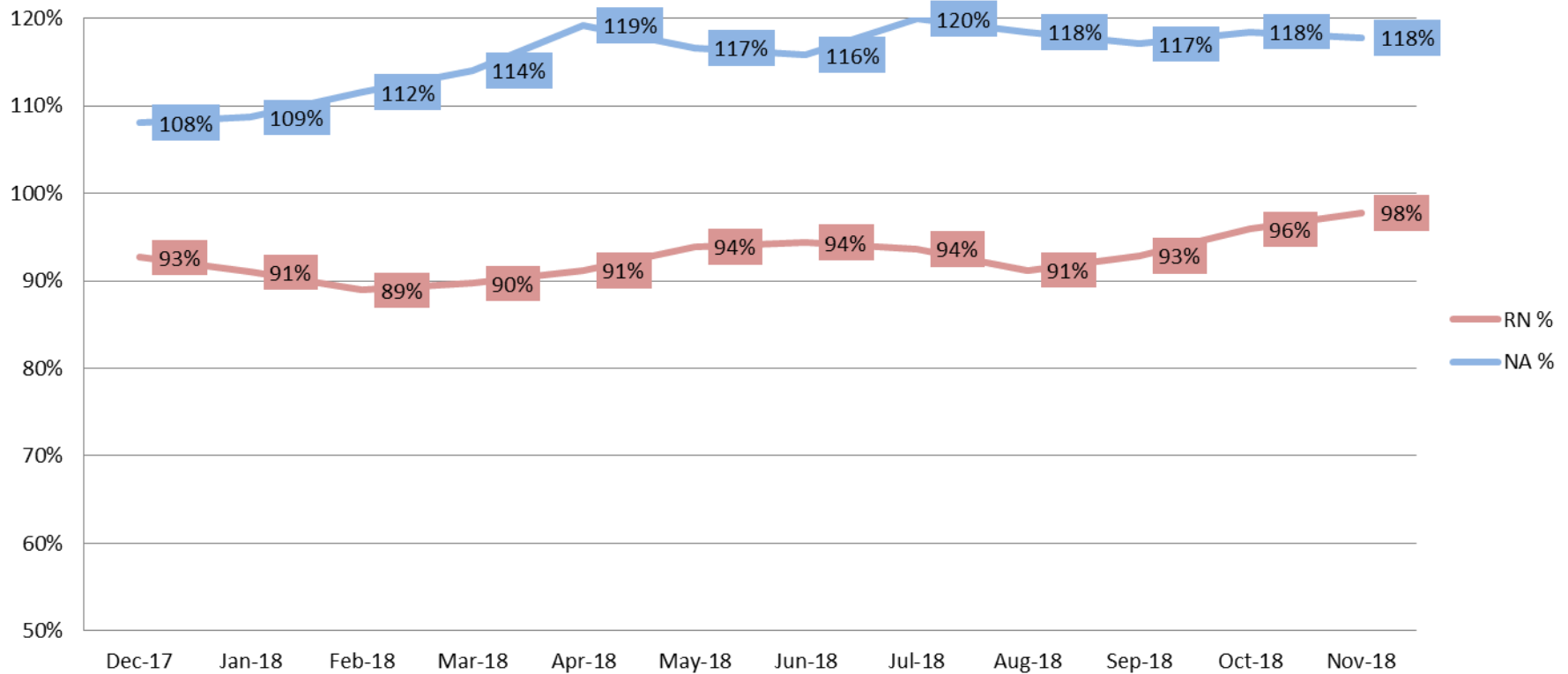
Safe Staffing NQB Report

November 2018

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
Nov-18	60822	59450	98%	33831	39835	118%	94652	99285	105%	60%	40%

Monthly Comparison - Actual Staffing Levels



Overview of Nurse Staffing Hours – November 2018

Day	RN	NA
Total Planned Hours	36998	21139
Total Actual Hours	35317	24795
Fill Rate (%)	95%	117%

Night	RN	NA
Total Planned Hours	23824	12692
Total Actual Hours	24133	15040
Fill Rate (%)	101%	119%

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	2003	2015	101%	1036	1494	144%
Durrington	1115	1304	117%	866	1265	146%
Farley	2208	1960	89%	1466	1965	134%
Hospice	900	911	101%	890	859	97%
Pembroke	868	953	110%	339	340	100%
Pitton	1772	1763	99%	1097	1620	148%
Redlynch	1582	1370	87%	1143	1220	107%
Tisbury	2103	1971	94%	687	568	83%
Whiteparish	1269	1171	92%	1034	1247	121%
Spire	1506	1323	88%	1698	2068	122%
Britford	2065	2196	106%	1086	1303	120%
Downton	1322	1313	99%	891	1078	121%
Radnor	3129	3188	102%	333	321	96%
Breamore Short Stay	1190	1166	98%	731	857	117%
Amesbury	1776	1460	82%	1339	1712	128%
Avon	1616	1310	81%	1883	1752	93%
Chilmark	1656	1618	98%	1101	1393	127%
Odstock	1581	1347	85%	721	975	135%
Tamar	1391	1173	84%	1447	1471	102%
Maternity	2863	2624	92%	1010	952	94%
NICU	1053	1269	120%	0	0	100%
Sarum	2034	1914	94%	345	339	98%
Grand Total	36998	35317	95%	21139	24795	117%

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	1509	1737	115%	345	687	199%
Durrington	690	759	110%	690	863	125%
Farley	1035	1070	103%	690	1081	157%
Hospice	570	573	101%	276	277	100%
Pembroke	690	690	100%	345	357	103%
Pitton	1035	1381	133%	687	1184	172%
Redlynch	1035	1012	98%	690	863	125%
Tisbury	1380	1357	98%	345	368	107%
Whiteparish	690	708	103%	690	704	102%
Spire	1035	989	96%	689	1204	175%
Britford	1035	1024	99%	690	845	122%
Downton	690	678	98%	690	690	100%
Radnor	2645	2673	101%	345	345	100%
Breamore Short Stay	690	678	98%	690	690	100%
Amesbury	1035	1012	98%	1035	1098	106%
Avon	899	860	96%	900	919	102%
Chilmark	572	559	98%	570	646	113%
Odstock	1035	976	94%	690	690	100%
Tamar	600	603	101%	600	591	99%
Maternity	2749	2574	94%	1035	942	91%
NICU	1032	1047	101%	0	0	100%
Sarum	1173	1174	100%	0	0	100%
Grand Total	23824	24133	101%	12692	15040	119%

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