

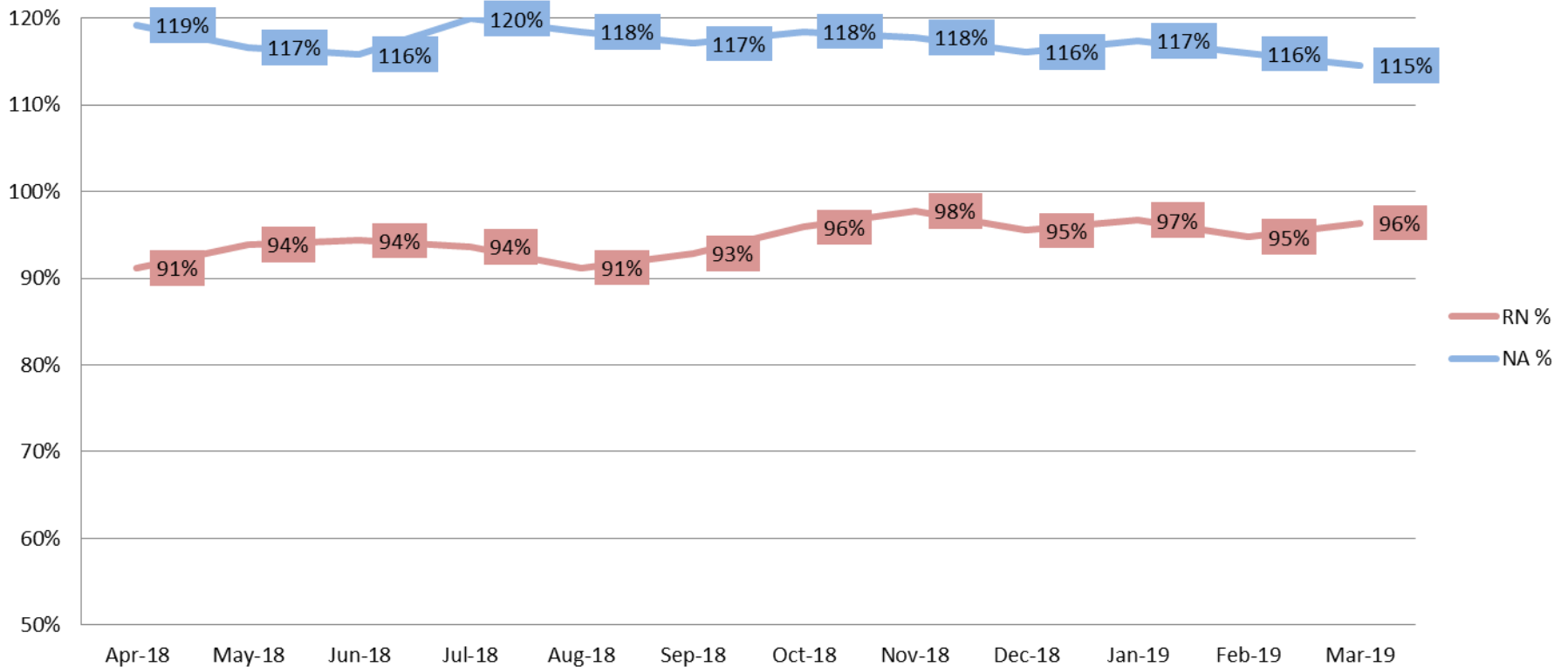
Safe Staffing NQB Report

March 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
March-19	61811	59578	96%	33380	38240	115%	95191	97818	103%	61%	39%

Monthly Comparison - Actual Staffing Levels



Overview of Nurse Staffing Hours – March 2019

Day	RN	NA
Total Planned Hours	37366	20911
Total Actual Hours	35357	24100
Fill Rate (%)	95%	115%

Night	RN	NA
Total Planned Hours	24445	12469
Total Actual Hours	24220	14141
Fill Rate (%)	99%	113%

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	2013	2241	111%	1450	1368	94%
Durrington	1210	1069	88%	905	1117	123%
Farley	2108	1850	88%	1526	1730	113%
Hospice	920	943	103%	923	958	104%
Pembroke	865	862	100%	365	357	98%
Pitton	1806	1722	95%	1069	1326	124%
Redlynch	1599	1586	99%	1105	1213	110%
Tisbury	2138	1987	93%	709	709	100%
Whiteparish	1339	1110	83%	1056	1486	141%
Spire	1560	1503	96%	1644	2239	136%
Britford	2028	2126	105%	1110	1416	128%
Downton	1319	1316	100%	951	952	100%
Radnor	2875	2968	103%	354	628	178%
Breamore Short Stay	1226	1189	97%	728	706	97%
Amesbury	1786	1635	92%	1412	1549	110%
Avon	1655	1418	86%	1904	1892	99%
Chilmark	1714	1533	89%	1149	1358	118%
Odstock	1603	1370	85%	727	1156	159%
Tamar	1398	1280	92%	1489	1616	108%
Maternity	2989	2594	87%	0	0	100%
NICU	1128	1076	95%	0	0	100%
Sarum	2092	1983	95%	340	327	96%
Grand Total	37366	35357	95%	20911	24100	115%

Nursing Hours by Night Shifts

Row Labels	Night RN Planned	Night RN Actual	Night RN Fill Rate	Night NA Planned	Night NA Actual	Night NA Fill Rate
AMU	1543	1764	114%	713	684	96%
Durrington	713	702	98%	713	909	127%
Farley	1070	1012	95%	713	1081	152%
Hospice	589	593	101%	295	363	123%
Pembroke	713	714	100%	357	357	100%
Pitton	1070	1068	100%	713	966	135%
Redlynch	1070	1068	100%	713	969	136%
Tisbury	1426	1417	99%	357	357	100%
Whiteparish	713	690	97%	713	759	106%
Spire	1070	1072	100%	713	1266	178%
Britford	1070	1070	100%	713	806	113%
Downton	713	759	106%	713	757	106%
Radnor	2530	2493	99%	357	321	90%
Breamore Short Stay	713	713	100%	713	686	96%
Amesbury	1070	1173	110%	1069	1017	95%
Avon	962	952	99%	962	962	100%
Chilmark	589	615	104%	589	572	97%
Odstock	1070	949	89%	713	690	97%
Tamar	641	640	100%	643	623	97%
Maternity	2841	2557	90%	0	0	100%
NICU	1066	1054	99%	0	0	100%
Sarum	1208	1149	95%	0	0	100%
Grand Total	24445	24220	99%	12469	14141	113%

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