

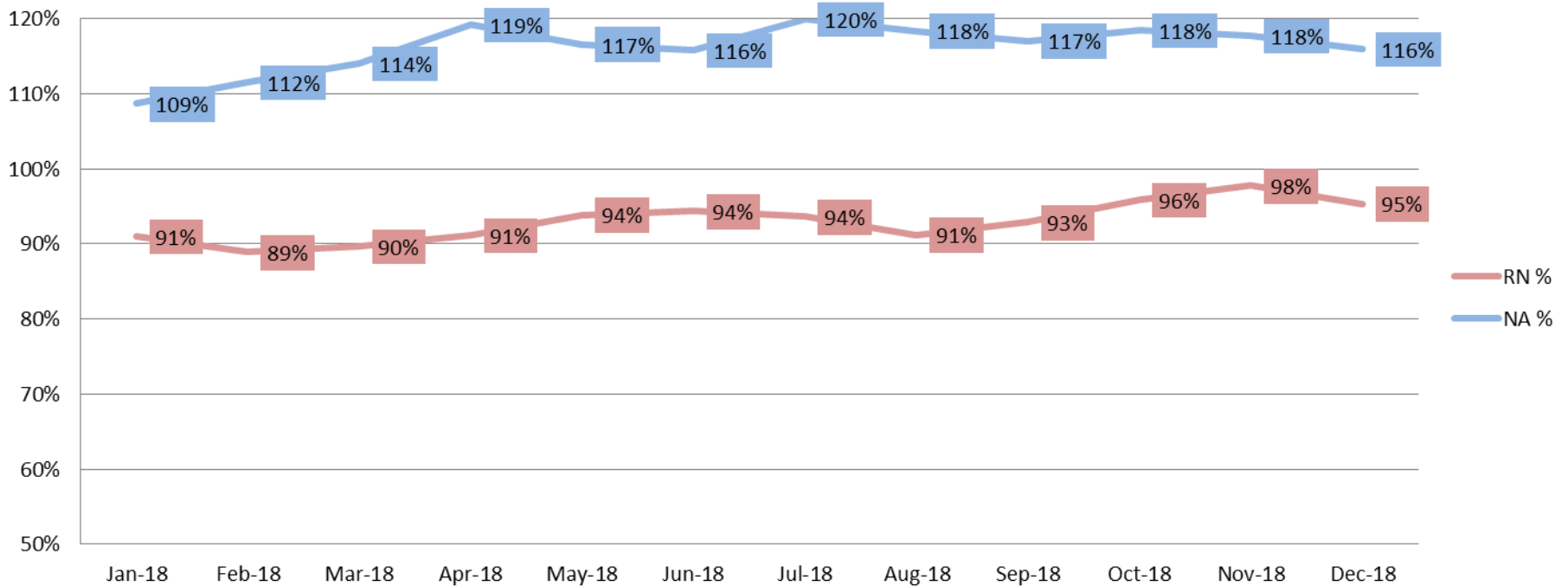
# Safe Staffing NQB Report

December 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
Dec-18	64472	61476	95%	35793	41512	116%	100265	102988	103%	60%	40%

## Monthly Comparison - Actual Staffing Levels



## Overview of Nurse Staffing Hours – December 2018

<b>Day</b>	<b>RN</b>	<b>NA</b>
Total Planned Hours	39158	22363
Total Actual Hours	36251	26249
Fill Rate (%)	93%	117%

<b>Night</b>	<b>RN</b>	<b>NA</b>
Total Planned Hours	25314	13431
Total Actual Hours	25225	15263
Fill Rate (%)	100%	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	2017	2017	100%	1058	1635	155%
Durrington	1203	1304	108%	914	1254	137%
Farley	2405	2137	89%	1540	1949	127%
Hospice	955	952	100%	932	794	85%
Pembroke	914	944	103%	370	435	117%
Pitton	1906	1719	90%	1096	1828	167%
Redlynch	1622	1565	96%	1194	1379	115%
Tisbury	2190	2006	92%	726	713	98%
Whiteparish	1307	1291	99%	1086	1341	123%
Spire	1625	1290	79%	1826	2360	129%
Britford	2140	2172	101%	1135	1360	120%
Downton	1412	1395	99%	974	1015	104%
Radnor	3461	3252	94%	365	365	100%
Breamore Short Stay	1144	1067	93%	700	657	94%
Amesbury	1842	1561	85%	1446	1748	121%
Avon	1742	1390	80%	2032	1953	96%
Chilmark	1734	1585	91%	1157	1394	120%
Odstock	1690	1340	79%	766	1083	141%
Tamar	1489	1229	83%	1588	1607	101%
Maternity	3071	2763	90%	1105	1012	92%
NICU	1204	1251	104%	0	0	100%
Sarum	2088	2023	97%	355	369	104%
<b>Grand Total</b>	<b>39158</b>	<b>36251</b>	<b>93%</b>	<b>22363</b>	<b>26248.92</b>	<b>117%</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	1558	1827	117%	357	696	195%
Durrington	736	771	105%	736	851	116%
Farley	1098	1110	101%	736	1092	148%
Hospice	608	609	100%	295	285	97%
Pembroke	736	736	100%	368	551	150%
Pitton	1081	1288	119%	736	964	131%
Redlynch	1104	1066	97%	736	816	111%
Tisbury	1472	1439	98%	368	472	128%
Whiteparish	736	729	99%	736	736	100%
Spire	1104	1058	96%	736	1150	156%
Britford	1104	1092	99%	736	847	115%
Downton	736	772	105%	736	729	99%
Radnor	2927	2845	97%	368	368	100%
Breamore Short Stay	644	644	100%	644	621	96%
Amesbury	1104	1092	99%	1102	1103	100%
Avon	960	923	96%	960	953	99%
Chilmark	608	603	99%	608	609	100%
Odstock	1099	1030	94%	735	769	105%
Tamar	640	670	105%	640	620	97%
Maternity	2943	2631	89%	1099	1010	92%
NICU	1104	1139	103%	0	0	100%
Sarum	1214	1155	95%	0	23	100%
<b>Grand Total</b>	<b>25314</b>	<b>25225</b>	<b>100%</b>	<b>13431</b>	<b>15263</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