

Fill rate indicator return March 2015																			
Staffing: Nursing, midwifery and care staff																			
http://www.buckshealthcare.nhs.uk/About/safe-staffing.htm																			
Hospital Site code	Hospital Site name	Ward name	Main 2 Specialities on each ward		Day		Day		Night		Night		Day		Night		Rationale / Notes from Matron	TDA Breach rules - any ward less than 80% fill rate RN or HCA Day or Night or Trust wide less than 90% fill	
					Registered midwives/nurses		Care Staff		Registered midwives/nurses		Care Staff		Average fill rate registered nurses/midwives (%)		Average fill rate care staff (%)				
			Speciality 1	Speciality 2	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Average fill rate registered nurses/midwives (%)	Average fill rate care staff (%)	Average fill rate registered nurses/midwives (%)	Average fill rate care staff (%)			
RXQ51	Amersham Hospital	RXQ-AH CHA Ward	Chartridge	314 - REHABILITATION		1395	1335	1725	1500	620	620	620	590	95.7%	87.0%	100.0%	95.2%	Higher level of sickness absence in march. Allowance of annual leave for those staff returning from LTS which where possible was to be taken by the end of March.	
RXQ51		RXQ-AH HEB	BNRU	314 - REHABILITATION		1162.5	1110	1560	1312.5	620	600	620	600	95.5%	84.1%	96.8%	96.8%	Many shifts went out to High cost agency due to sickness and AL cover, very few shifts were covered and this was the case for many of the wards.	
RXQ51		RXQ-AH WSC Unit	Waterside	314 - REHABILITATION		1395	1132.5	2190	1800	620	570	620	570	81.2%	82.2%	91.9%	91.9%	Staff were asked to do extra hours some were able to stay until the evening medications were completed. We regularly move staff around the site to ensure safety for both the staff and the patients.	
RXQ61	Buckingham Hospital	RXQ-BCH Ward	Buckingham	314 - REHABILITATION		930	900	465	862.5	620	610	310	310	96.8%	185.5%	98.4%	100.0%	As a result of the last acuity dependency review, and an increase in the dependency and complexity of patients we have agreement to increase our staffing at Buckingham community Hospital. The amount of complex patients on the ward has also meant an increase in staffing on the all shifts most days.	
RXQFN	Florence Nightingale Hospice	RXQ-FNH Ward	Florence Nightingale	315 - PALLIATIVE MEDICINE		1252.5	1312.5	757.5	697.5	620	670	310	265	104.8%	92.1%	108.1%	85.5%		
RXQ65	Marlow Hospital	RXQ-MH Ward	Marlow	314 - REHABILITATION		930	960	232.5	615	620	620	300	300	103.2%	264.5%	100.0%	100.0%	There has been an increased use of HCA on all shifts necessary due to patient acuity. Staffing levels are currently being revised.	
RXQ02	Stoke Mandeville Hospital	RXQ-SM BURNS UNIT	Burns unit	160 - PLASTIC SURGERY		713	563.5	184	103.5	296.5	230	296.5	207	79.0%	56.3%	77.6%	69.8%	Although the ward appears to be depleted on some occasions, there were some days where there were very few patients and staff continue to provide a service with these reduced staffing numbers. Due to under utilisation of the unit, the reduced staff has not been fully reflected in planned numbers, therefore fill rates look poor..	
RXQ02		RXQ-SM ITU	SMH ICU	192 - CRITICAL CARE MEDICINE		5115	5220	465	637.5	3410	3350	310	280	102.1%	137.1%	98.2%	90.3%		
RXQ02		RXQ-SM NNU	Neonatal intensive care	192 - CRITICAL CARE MEDICINE		2790	2557.5	930	502.3	1860	1630	620	320	91.7%	54.0%	87.6%	51.6%	NNU is not complying with the 90% fill for HCA's (in our case nursery nurses). We have had a nursery nurse on long term sick and it is difficult to cover bank/agency NN's with the relevant training so these shifts are backfilled with qualified bank and agency staff.	
RXQ02		RXQ-SM ROTHs	Rothschild	501 - OBSTETRICS		3022.5	3022.5	930	930	1550	1550	620	620	100.0%	100.0%	100.0%	100.0%		
RXQ02		RXQ-SM STA	St Andrew & St. Patrick	400 - NEUROLOGY		4634.5	3289	2139	1944	3921.5	3300.5	2139	1886	71.0%	90.9%	84.2%	88.2%	Number of vacancies remain in NSIC reflecting the understaffing, active recruitment continues. There remains a high level of Nursing Staff that still are awaiting PIN numbers 14 in total across the unit that represent overstaffing as currently banded as	
RXQ02		RXQ-SM STD	St David	400 - NEUROLOGY		1426	1081	1070	1139	1070	840	713	656	75.8%	106.4%	78.5%	92.0%		
RXQ02		RXQ-SM STG	St George	400 - NEUROLOGY		1426	1115.5	1069.5	966	1069.5	793.5	713	736	78.2%	90.3%	74.2%	103.2%		
RXQ02		RXQ-SM STF	St Francis	400 - NEUROLOGY		759	736	57.5	57.5	621	460	46	46	97.0%	100.0%	74.1%	100.0%	Staffing is declared as safe, although below planned numbers. Mitigated by cross unit cover and the occasional change in skill mix to facilitate numbers and safe patient care.	
RXQ02	leville Hospital	RXQ-SM STJ	St Joseph	400 - NEUROLOGY		1069.5	782	713	632.5	713	667	356.5	333.5	73.1%	88.7%	93.5%	93.5%	Staffing is declared as safe, although below planned numbers. Mitigated by cross unit cover and the occasional change in skill mix to facilitate numbers and safe patient care.	
RXQ02		RXQ-SM W1	Wards 1 & 2	110 - TRAUMA & ORTHOPAEDICS		3022.5	2835	2092.5	1762.5	1550	1510	930	990	93.8%	84.2%	97.4%	106.5%		
RXQ02		RXQ-SM W 3	Ward 3	420 - PAEDIATRICS		2495.5	2415	23	23	2495.5	2300	23	23	96.8%	100.0%	92.2%	100.0%		
RXQ02		RXQ-SM W 4	Ward 4	301 - GASTROENTEROLOGY	340 - RESPIRATORY MEDICINE		1782.5	1713.5	1069.5	1012	1426	1426	713	690	96.1%	94.6%	100.0%	96.8%	
RXQ02		RXQ-SM W 5	Ward 5	303 - CLINICAL HAEMATOLOGY	340 - RESPIRATORY MEDICINE		1782.5	1288	356.5	552	1069.5	759	356.5	621	72.3%	154.8%	71.0%	174.2%	Following the establishment review in January 2014 we have been actively recruiting to our qualified nurse posts to meet the new qualified nurse ratio. We are now fully established for our HCA posts. In March there were high levels of sickness and RN vacancies. Increased numbers of HCA's ensure adequate numbers of staff. Staffing is declared as safe, although below planned numbers. We continue to recruit to our qualified nurse posts currently have 3.1 WTE vacancies. Once these staff are settled into post we hope to be able to roster 3 qualified nurses onto nights regularly. Until that point it will be showing that we are using more HCAs on nights and are low on trained on nights.

