

TRUST BOARD**24th September 2015**

TITLE	Safer Staffing Levels
EXECUTIVE SUMMARY	This report provides a review of the safer staffing levels within the inpatient areas in Ashford and St. Peter's Hospitals NHS Foundation Trust for July and August 2015.
BOARD ASSURANCE (Risk) / IMPLICATIONS	The paper will report by exception the average fill rate and act as assurance to the Board meeting Expectation 2: processes are in place to enable staffing establishments to be met on a shift-to-shift basis and Expectation 7 of the National Quality Board's publication entitled: How to ensure the right people, with the right skill, are in the right place at the right time: a guide to nursing, midwifery and care setting capacity and capability.
ALIGN TO SO/BAF	SO1 Best Outcomes
STAKEHOLDER / PATIENT IMPACT AND VIEWS	Safer staffing levels will result in a better staff experience for nurses and safer care and an improved experience for patients.
EQUALITY AND DIVERSITY ISSUES	None identified
LEGAL ISSUES	Failure to monitor and manage staffing levels effectively can lead to poor and unsafe care with the potential legal and regulatory compliance issues.
The Trust Board is asked to:	Consider the extent of assurance given.
Submitted by:	Heather Caudle, Chief Nurse
Date:	18 th September 2015
Decision:	For Assurance

Safer Staffing Levels

1 Introduction

This report provides a review of the Safer Staffing levels within the inpatient areas in Ashford and St. Peter's Hospitals NHS Foundation Trust (ASPH) for July and August 2015.

2 Background

ASPH follows an agreed methodology for reviewing nurse staffing levels on the wards. The Shelford model and Royal College of Nursing (RCN) guidelines which were recommended by the Chief Nursing Officer for England, Jane Cummings, in a document entitled "How to ensure the right people with the right skills, are in the right place at the right time" (2013).

The National Quality Board Safe Staffing Initiative has impacted on the ASPH Board involvement in managing staffing capacity and capability, agreeing on staffing, establishments and considering the impact of wider initiatives such as cost improvement plans on staffing, and whether there is accountability for decisions made.

On the rare occasions where suitable skilled staff cannot be deployed to fulfill a shift, redeployment of staff from other areas is effected and Ward Managers or Clinical Nurse Leaders will provide additional clinical support.

3 Safe staffing levels

In June 2014 it became a national requirement for all hospitals to publish information about staffing levels on their wards. This initiative is part of the NHS response to the Francis Report, which called for greater openness and transparency in the health service.

4 Establishment Monitoring

ASPH has increased the planned and actual staffing levels of all inpatient areas across the Trust. This is to provide assurance that staffing levels are as they should be. When staffing levels fall short of the planned establishment, the shortfalls are managed so that they do not present a risk to patient safety and quality. The data is presented by ward and shows the contingency planning as well as mitigating actions to address staffing shortfalls.

The judgement and the RAG ratings as to whether the variance from the planned staffing level presents a risk are based on nursing ratios, the acuity and dependency calculations conducted over the past year; and professional judgement on the part of the Associate Director of Nursing / Associate Director of Midwifery. This results in an internal Trust RAG rating of the shortfall. Appendix 1 shows by ward the amount of shifts for which staffing levels are rated red, amber or green.

4.1 Division Data

Each division has published their data on a Trust electronic shared file and each continues to address the gaps through a range of interventions to preserve safety and quality on the ward.

Please find below the links to all the Divisions' planned and actual staffing.

Acute and Emergency Medicine Division: [T:\Ward Monitoring-Weekly Reporting\15-16 KPIs\AMES\Daily Tool](#)

Theatres, Anaesthetics, Surgery and Critical Care: [T:\Ward Monitoring-Weekly Reporting\15-16 KPIs\TASCC\Daily Tool](#)

Diagnostics, Therapeutics, Trauma and Orthopaedics: [T:\Ward Monitoring-Weekly Reporting\15-16 KPIs\DTTO\Daily Tool](#)

Women's Health and Paediatrics: [T:\Ward Monitoring-Weekly Reporting\15-16 KPIs\WHP\Daily Tool](#)

4.2 Exception Report

Both the establishment performance by shift, together with the planned versus actual staffing levels have been triangulated with the QEWS level by ward to give a composite exception rating of safer staffing level risk. In order to be judged an exception ward, at least two of the following factors must be present, comprising of item 1 with at least one other of the ratings listed below:

1. Less than 80% of shifts rated green for staffing levels (see Tables 1 and 2)
2. A QEWS level of either 0 or 1 (see Tables 1 and 2)
3. An average fill rate day – registered nurses / midwives of less than 95% or more than 120% during the day (see appendix 1, 2, 3 and 4)
4. An average fill rate day – care staff of less than 95% or more than 120% during the night (see appendix 1, 2, 3 and 4)
5. An average fill rate day – registered nurses / midwives of less than 95% or more than 120% during the day (see appendix 1, 2, 3 and 4)
6. An average fill rate day – care staff of less than 95% or more than 120% during the night (see appendix 1, 2, 3 and 4)

Table 1 July 2015

WARD	< 80% of shifts rated green	QEWS level 0 or 1	Day		Night	
			Average fill rate - registered nurses/ Midwives (<95% or >120%)	Average fill rate - care staff (<95% or >120%)	Average fill rate - registered nurses/ Midwives (<95% or >120%)	Average fill rate - care staff (<95% or >120%)

Acute and Emergency Medicine						
A and E	-	✓	-	-	-	-
Aspen	-	✓	✓ (-)	✓ (+)	-	-
CCU & Birch	-	-	-	-	-	✓ (+)
Cedar	✓	✓	✓ (-)	-	-	-
Holly	✓	-	✓ (-)	-	-	✓ (+)
May	-	-	-	-	-	✓ (+)
MAU	-	-	-	✓ (+)	-	✓ (+)
MSSU	-	✓	✓ (-)	--	-	-
Maple	-	-	✓ (-)	✓ (+)	-	✓ (+)
Chaucer	-	-	-	✓ (+)	-	✓ (+)
Swift	-	✓	✓ (-)	-	-	✓ (+)
Trauma and Orthopaedics						
Dickens	✓	-	✓ (-)	✓ (-)	-	✓ (-)
Swan	✓	✓	✓ (-)	-	-	-
Theatre, Anaesthetics, Surgery, Critical Care						
Kingfisher	-	✓	✓ (-)	✓ (+)	✓ (-)	✓ (+)
Falcon	-	✓	✓ (-)	✓ (+)	-	✓ (+)
SDU	-	-	-	-	-	-
Heron	-	-	-	-	-	-
SAU	-	-	-	-	-	-
ITU	✓	✓	✓ (-)	✓ (-)	✓ (-)	-
MHDU	-	-	-	-	-	-
Women's Health and Paediatrics						
Abbey Birth Centre	-	-	-	-	-	-
Ash	-	✓	-	-	-	-
NICU	✓	-	✓ (-)	✓ (-)	✓ (-)	✓ (-)
Labour Ward	-	-	-	-	-	-
Joan Booker	✓	-	-	✓ (-)	✓ (-)	✓ (+)

Table 2 August 2015

WARD	< 80% of shifts rated green	QEWS level 0 or 1	Day		Night	
			Average fill rate - registered nurses/ Midwives (<95% or >120%)	Average fill rate - care staff (<95% or >120%)	Average fill rate - registered nurses/ Midwives (<95% or >120%)	Average fill rate - care staff (<95% or >120%)

Acute and Emergency Medicine						
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A and E	-	✓	-	-	-	-
Aspen	-	✓	✓ (-)	✓ (+)	-	-
CCU & Birch	✓	-	✓ (-)	✓ (-)	-	-
Cedar	✓	-	✓ (-)	-	-	-
Holly	-	-	✓ (-)	-	-	✓ (+)
May	-	-	-	-	-	-
MAU	-	-	-	✓ (+)	-	✓ (+)
MSSU	-	✓	✓ (-)	-	✓ (-)	-
Maple	-	-	-	-	-	✓ (+)
Chaucer	-	-	✓ (-)	-	-	-
Swift	✓	✓	✓ (-)	-	-	✓ (+)

Trauma and Orthopaedics						
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Dickens	✓	✓	✓ (-)	✓ (-)	-	-
Swan	✓	✓	✓ (-)	-	-	✓ (+)

Theatre, Anaesthetics, Surgery, Critical Care						
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Kingfisher	-	✓	✓ (-)	✓ (+)	✓ (-)	✓ (+)
Falcon	-	✓	✓ (-)	✓ (+)	-	✓ (+)
SDU	-	-	-	-	✓ (-)	-
Heron	-	-	-	-	-	-
SAU	✓	✓	✓ (-)	-	-	✓ (-)
ITU	✓	-	✓ (-)	✓ (-)	✓ (-)	-
MHDU	-	-	-	-	-	✓ (-)

Women's Health and Paediatrics						
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Abbey Birth Centre	-	-	-	-	-	-
Ash	✓	✓	✓ (-)	-	-	-
NICU	✓	-	✓ (-)	✓ (-)	✓ (-)	✓ (-)
Labour Ward	✓	-	-	✓ (-)	-	-
Joan Booker	✓	-	-	✓ (-)	-	✓ (+)

Key: N/A* Monthly planned and actual staff hours were zero

'/(+)* Planned staff hours were zero, but actual hours exceeded planned

There are 16 wards that have two or more staffing risk factors which is the same as last month.

Senior Nursing and Midwifery Leadership Commentary

4.3 Acute and Emergency Medicine

July 2015

An active recruitment programme has seen the vacancies in medicine drop from 60 WTE registered nurse vacancies to 49.33 WTE. Areas with the most vacancies remain Aspen ward, Medical Short Stay and Birch ward. The Emergency Department (ED) has 12.42. There is a total of 13 whole time equivalent (WTE) trained staff in the recruitment process with 9 being for the Emergency Department.

Recruitment of staff remains a priority for the division and there are plans to recruit from Romania.

August 2015

An active recruitment programme has not, to date, had any impact into the vacancy rate in medicine. At present medicine have 50 WTE registered nurse vacancies. Areas with the most vacancies remain Aspen, Medical Short Stay and Birch wards. The Emergency Department (ED) has 12.42 WTE vacancies.

Overseas recruitment will be taking place in the next few months with Greece in October and Portugal in November. National advertising in addition to recruitment events are continuing.

4.4 Trauma and Orthopaedics

July 2015

According to the safer staffing tool, Dickens ward rated only 49% of their shifts as green and Swan 58%. All vacancies on Swan ward have now been filled whilst on Dickens ward there remains 2 WTE band 5 vacancies.

Both wards continue to have a high sickness levels which are being managed internally.

Dickens ward scored 2 on both QEWS and best care. Swan is currently red and level 0 for QEWS but best care has improved to a level 1.

August 2015

Staffing continues to be a challenge for Swan ward, which in turn has created staffing problems for Dickens. Swan ward had 68% green rated shifts and Dickens ward 33% green rated. Swan ward continues with its recruitment drive, RN vacancies are now 2 wte with 3 RNs commencing employment at the beginning of October 2015. There remains 2 senior RN on long-term sick; with the ward being supported by the clinical nurse leader. Swan ward has 2 band 6 Sisters and the newly appointed clinical practice educator on maternity leave.

Dickens ward scored 2 on both QEWS and best care. Swan ward is currently red and level 0 for QEWS but best care has improved to a level 1.

4.5 Theatres, Anaesthetics, Surgery and Critical Care

July 2015

During this reporting period the Band 5 nursing vacancies within TASCC continue to provide a daily challenge to ensure the provision of quality, efficient, effective and safe care. However, this does not appear to have impacted on the quality of nursing care provision, as all areas have achieved a level 2 in the Best Care audit with SDU, ITU and HDU achieving a level 3 rating. In addition SDU and Heron ward have achieved a level 3 for their QEWS dashboard.

The safer staffing tool has shown that Falcon ward, Heron ward , SDU and HDU all achieved at least 96% of their shifts as green with Kingfisher ward at 83%, SAU 80% and ITU 47%.

The vacancy rate for surgical inpatient areas (wards) is 21 band 5 WTE and 1 band 2. Theatres have 13 band 5 vacancies and 9 Operation Department Assistants (ODP).

The TASCC division is in the process of recruiting to Band 5 positions with overseas recruitment currently taking place in Poland. In addition to participating in Trust recruitment events Surgery, with the support of Workforce, are holding additional evening recruitment events in August.

August 2015

During this reporting period the Band 5 nursing vacancies within TASCC continue to provide a daily challenge to ensure the provision of quality, efficient, effective and safe care. However, this does not appear to have impacted on the quality of nursing care provision, as all areas have achieved a level 2 in the Best Care audit with SDU, ITU and HDU achieving a level 3 rating.

The safer staffing tool has shown that Falcon ward, Heron ward , SDU and HDU all achieve at least 91% of their shifts as green with Kingfisher ward at 75%, SAU 57% and ITU 63%.

The vacancy rate for surgical inpatient areas (wards) is 23.58 band 5 WTE and 1 band 2. Theatres have 13 band 5 vacancies and 9 ODPs and ITU have 1 band 7, 6 band 6 and 12.92 band 5.

The TASCC division is in the process of recruiting to Band 5 positions with overseas recruitment currently taking place in Poland, Greece and Romania.

4.6 Paediatrics and NICU

July 2015

According to the safer staffing tool, Ash ward was green for 92% of July and amber for 8%. This however is not a true reflection of the staffing required for paediatrics as it does not take into account the ratios required to meet the RCN standards for safer staffing for children and young people. The ratios should be HDU 1:2/under 2 years 1:3/over 2 1:4 with an increased dependency when cared for in a cubicle due to reduced observation and supervision of the child

or young person.

The amber shifts were staffed safely due to the number and age of patients and on those days there was between 7-12 patients.

This month NICU has changed the safer staffing template to reflect the required ratios for the unit and for August we will look to change Ash to better demonstrate the safer staffing requirements for each shift. A comprehensive review of staffing requirements for Ash ward based on the RCN guidelines has been completed and submitted to the Chief Nurse.

We have successfully recruited into our vacant band 6 posts (all internal candidates) and they will provide the senior cover on all shifts, supporting clinical decision making and supervising junior staff. We continue a rolling programme of recruitment throughout paediatrics. There are 8 new starters for Ash ward and Paediatric A&E starting in September/October and Ash ward will be clinically supporting 2 nurses during their return to practice course at Surrey University.

August 2015

According to the safer staffing tool, Ash Ward was green for 79% in August and amber for 21%. This is not a true reflection of staff staffing in paediatrics as safe staffing is dependent on the number, age and acuity of the children. Typically it is recognized, that for children under 2 years old, there should be a nurse patient ratio of 1:3 and for those over 2 years old 1:4 (Defining staffing levels for children and young people's services RCN, 2013). On those days in August that have been highlighted as Amber there were between 7 and 12 patients which indicates that the ward was safely staffed and should be showing as green.

The Associate Director of Nursing and Clinical Nurse Leader worked clinically throughout August to maintain safer staffing levels and on occasion supported by reallocating staff from other areas within Paediatrics.

The Associate Director of Nursing and Clinical Nurse Leader for paediatrics are to review the Safer Staffing tool so staffing is titrated to the number and age/acuity of the children on the ward giving a robust safer staffing tool. A comprehensive review of staffing requirements for Ash Ward based on the RCN guidelines has been completed and submitted to the Chief Nurse

During August the revised Safe Staffing Report document was used to calculate accurate levels of nursing safe staffing that incorporated all levels of dependency in NICU.

In August the shifts were rated as follows: 55% green, 30% amber, with only 15% of the month being defined as red and therefore unsafe for nursing staff numbers. This was due to the reduced numbers of babies requiring intensive care in August therefore requiring less intensive care nurses per shift to achieve nationally recognised safe staffing for neonatal units, set by British Associate Perinatal Medicine.

The red shifts typically reflect the numbers of intensive care babies increasing from 4 to 8, requiring more nurses according to dependency. The unit has not achieved safe staffing for intensive care babies at this level as the current nursing establishment does not support this.

The current report for August shows that the unit has safe staffing for the care of special and

high dependency, but not for intensive care babies when occupancy for intensive care capacity goes above 75%.

4.7 Women's Health

July 2015

On the Labour ward 85% of shifts were green 15% of night shifts were rated amber there were no red rated shifts for the month.

There is always a senior band 7 midwife on duty on the Labour ward 24 hours a day. This is supplemented by one core Labour ward Band 6 midwife who supports the Band 7. Staff continue to be redeployed from quieter areas during times of peak activity.

Abbey Birth Centre is fully staffed with 2 midwives 24/7. Escalation for assistance for short periods of time during peak activity is obtained via the community midwives or Labour ward depending on activity across the unit.

Joan Booker ward is staffed with a combination of 4 trained and 2 untrained staff. There were no red shifts. 17% of short shifts were amber due to last minute sickness.

Currently there are 14.89 WTE trained midwives on maternity leave. Staffing numbers are maintained by midwifery bank shifts which equated to 10.8 WTE in July. 8.84 WTE vacancies have been recruited into with our midwifery students who will commence in October once they have qualified.

August 2015

On the Labour ward 87 % of shifts were green, 13 % of short shifts were amber due to last minute sickness and there was 1 red shift due to two staff being off sick.

There is always a senior Band 7 midwife on duty on the Labour ward 24 hours a day. This is supplemented by one core Labour ward Band 6 midwife who supports the Band 7. 8 midwives work on Labour ward and 1 in Triage. This is supported by 2 untrained staff and 1 scrub practitioner from main theatres. Staff continue to be redeployed from quieter areas during times of peak activity.

Abbey Birth Centre is fully staffed with 2 midwives over the 24 hour period. Escalation for assistance for short periods of time during peak activity is obtained via the community midwives or Labour ward depending on activity across the unit.

Joan Booker ward is staffed with a combination of 4 trained and 2 untrained staff. There was 1 red shift in the untrained staff due to sickness. 23% of short shifts for trained staff were amber due to last minute sickness and unfilled bank.

Currently there are 14.69 WTE trained midwives on maternity leave. Staffing numbers are maintained by bank shifts which equated to 13.2 WTE in August. 8.84 WTE of our own midwifery students have been recruited and are starting with us once they are qualified in October.

5 Statement of Assurance

Senior nursing and midwifery management at ASPH continue to monitor and report the inpatient ward staff level.

Whilst on-going capacity pressures and recruitment shortages continue, there is still a sustained vigilance over staffing levels and there are bespoke projects specifically responsive to staffing issues in critical areas.

Monitoring of patient acuity and dependency using the Safer Nursing Care Tool has been repeated on all adult inpatient areas with the exception of maternity, ICU, ED and Theatres from June 29th – 6th August. The results will be reported to Board in October 2015.

Monitoring of paediatric acuity and dependency using the PANDA tool continues.

The Board can be assured of the process and outcome pertaining to monitoring, reviewing and reporting nurse safer staffing levels.

Appendix 1

SAFE STAFFING LEVELS DATA – July 2015							
Division	Wards	Total Shifts	Red	Amber	Green	% Green	QEWS LEVEL
Acute and Emergency Medicine	AandE	248	1	3	275	111	1
	Aspen	93	2	11	80	86	1
	CCU & Birch	93	3	12	78	84	2
	Cedar	93	2	26	65	70	1
	Holly	93	-	28	65	70	3
	May	93	-	4	89	96	2
	MAU	93	-	3	90	97	2
	MSSU	93	2	9	82	88	1
	Maple	93	-	5	88	95	2
	WWW/Chaucer	93	-	1	92	99	2
	Swift	93	4	12	77	83	1
T&O	Dickens	93	28	19	46	49	2
	Swan	93	11	28	54	58	0
TASCC	Kingfisher	93	5	11	77	83	1
	Falcon	93	-	1	92	99	1
	SDU	93	5	-	90	97	3
	Heron	93	-	4	89	96	3
	SAU	93	1	18	74	80	2
	ITU	93	18	31	44	47	1
	MHDU	93	2	-	91	98	2
Women's Health and Paediatrics	Abbey Birth Centre	62	-	-	62	100	
	Ash	62	0	5	57	92	1
	NICU	120	59	42	19	16	2
	Labour Ward	124	-	14	110	89	2
	Joan Booker	124	-	26	98	79	2

Appendix 2

SAFE STAFFING LEVELS DATA – August 2015							
Division	Wards	Total Shifts	Red	Amber	Green	% Green	QEWS LEVEL
Acute and Emergency Medicine	AandE	248	11	5	263	106	1
	Aspen	93	3	3	87	94	1
	CCU & Birch	93	11	22	60	65	2
	Cedar	93	7	25	61	66	2
	Holly	93	-	17	76	82	2
	May	93	-	6	87	94	1
	MAU	93	-	4	89	96	2
	MSSU	93	-	19	74	80	1
	Maple	93	-	5	88	95	2
	Chaucer	93	-	2	91	98	2
	Swift	93	6	22	65	70	1
T&O	Dickens	93	57	5	31	33	1
	Swan	93	4	26	63	68	0
TASCC	Kingfisher	93	3	15	75	81	1
	Falcon	93	1	1	91	98	1
	SDU & Wren	93	4	-	89	96	2
	Heron	93	1	4	88	95	2
	SAU	93	9	27	57	61	1
	ITU	93	9	21	63	68	2
	MH DU	93	6	-	87	94	2
Women's Health and Paediatrics	Abbey Birth Centre	62	-	-	62	100	
	Ash	62	0	13	49	79	1
	NICU	248	37	75	136	55	2
	Labour Ward	124	1	12	111	90	2
	Joan Booker	124	1	21	102	82	2

Appendix 3 Safer Staffing Fill Rate Indicator Return July 2015

Ashford And St Peter's Hospitals NHS Foundation Trust		Staffing: Nursing, midwifery and care staff														
		http://www.asph.nhs.uk/safer-staffing														
Hospital Site Details		Ward name	Main 2 Specialties on each ward		Registered midwives/nurses		Care Staff		Registered midwives/nurses		Care Staff		Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
Site code *The Site code is automatically populated when a Site name is selected	Hospital Site name		Specialty 1	Specialty 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				
RTK02	Ashford Hospital - RTK02	Chaucer	314 - REHABILITATION		765	888	577.5	945.5	322.5	462.25	322.5	623.5	116.10%	163.70%	143.30%	193.30%
RTK02	Ashford Hospital - RTK02	Dickens	110 - TRAUMA & ORTHOPAEDICS		1182	1054	997.5	932.25	645	645	322.5	322.5	89.20%	93.50%	100.00%	100.00%
RTK01	St Peter's Hospital - RTK01	Aspen	340 - RESPIRATORY MEDICINE		2295	1825.25	1147.5	1302	1290	1300.75	645	774	79.50%	113.50%	100.80%	120.00%
RTK01	St Peter's Hospital - RTK01	BACU	320 - CARDIOLOGY		2295	2256.75	765	924.5	1935	1913.5	322.5	462.25	98.30%	120.80%	98.90%	143.30%
RTK01	St Peter's Hospital - RTK01	Cedar	300 - GENERAL MEDICINE		1920	1697	1342.5	1397.5	1290	1290	645	645	88.40%	104.10%	100.00%	100.00%
RTK01	St Peter's Hospital - RTK01	Falcon	100 - GENERAL SURGERY		1725	1538.25	765	1008.5	967.5	892.25	322.5	591.25	89.20%	131.80%	92.20%	183.30%
RTK01	St Peter's Hospital - RTK01	Heron	100 - GENERAL SURGERY		1130	1117.25	765	733.25	645	645	322.5	397.75	98.90%	95.80%	100.00%	123.30%
RTK01	St Peter's Hospital - RTK01	Holly	430 - GERIATRIC MEDICINE		1725	1538.25	1530	1691	645	645	967.5	1247	89.20%	110.50%	100.00%	128.90%
RTK01	St Peter's Hospital - RTK01	Kingfisher	100 - GENERAL SURGERY		2107.5	1820.25	1147.5	1282.75	1290	849.25	322.5	784.75	86.40%	111.80%	65.80%	243.30%
RTK01	St Peter's Hospital - RTK01	Maple	300 - GENERAL MEDICINE		1,530.00	1,448.50	1,530.00	1,555.25	645	645	967.5	1,290.00	94.70%	101.70%	100.00%	133.30%
RTK01	St Peter's Hospital - RTK01	MAU	300 - GENERAL MEDICINE		1,912.50	2,040.00	1,147.50	1,587.25	1,290.00	1,634.00	967.5	1,354.50	106.70%	138.30%	126.70%	140.00%
RTK01	St Peter's Hospital - RTK01	May	300 - GENERAL MEDICINE		1342.5	1392.5	952.5	1120.5	645	666.5	645	763.25	103.70%	117.60%	103.30%	118.30%
RTK01	St Peter's Hospital - RTK01	MSSU	300 - GENERAL MEDICINE		2677.5	2474.25	1912.5	1919.25	1612.5	1612.5	1290	1365.25	92.40%	100.40%	100.00%	105.80%
RTK01	St Peter's Hospital - RTK01	SAU	100 - GENERAL SURGERY		1912.5	1747.25	1147.5	1147.5	967.5	956.75	322.5	344	91.40%	100.00%	98.90%	106.70%
RTK01	St Peter's Hospital - RTK01	Swan	110 - TRAUMA & ORTHOPAEDICS		1912.5	1576.25	1342.5	1423.25	967.5	978.25	645	731	82.40%	106.00%	101.10%	113.30%
RTK01	St Peter's Hospital - RTK01	Ash	420 - PAEDIATRICS		1725	1755	0	190.25	1290	1569.5	0	21.5	101.70%	-	121.70%	-
RTK01	St Peter's Hospital - RTK01	Joan Booker	501 - OBSTETRICS		1380	1335	1035	999.5	1380	1380	345	563.5	96.70%	96.60%	100.00%	163.30%
RTK01	St Peter's Hospital - RTK01	Labour	501 - OBSTETRICS		2760	2654	690	664.5	2760	2702.5	690	678.5	96.20%	96.30%	97.90%	98.30%
RTK01	St Peter's Hospital - RTK01	Abbey Birth Centre	501 - OBSTETRICS		690	690	0	0	645	645	0	0	100.00%	-	100.00%	-
RTK01	St Peter's Hospital - RTK01	ITU	192 - CRITICAL CARE MEDICINE		3825	3519.25	382.5	154.5	3225	3031.5	0	86	92.00%	40.40%	94.00%	-
RTK01	St Peter's Hospital - RTK01	MHDU	192 - CRITICAL CARE MEDICINE		765	778	382.5	382.5	645	645	322.5	322.5	101.70%	100.00%	100.00%	100.00%
RTK01	St Peter's Hospital - RTK01	SDU	100 - GENERAL SURGERY		1147.5	1185.75	0	248.75	967.5	946	0	268.75	103.30%	-	97.80%	-
RTK01	St Peter's Hospital - RTK01	NICU	501 - OBSTETRICS		3450	2967	1035	540.5	3225	2752	967.5	397.75	86.00%	52.20%	85.30%	41.10%
RTK01	St Peter's Hospital - RTK01	Swift	100 - GENERAL SURGERY		1530	1250.25	1912.5	2239.25	645	655.75	967.5	1720	81.70%	117.10%	101.70%	177.80%

Appendix 4 Safer Staffing Fill Rate Indicator Return August 2015

http://www.asph.nhs.uk/safer-staffing																
Only complete sites your organisation is accountable for				Day				Night				Day		Night		
Hospital Site Details		Ward name	Main 2 Specialties on each ward		Registered midwives/nurses		Care Staff		Registered midwives/nurses		Care Staff		Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
Site code *The Site code is automatically populated when a Site name is selected	Hospital Site name		Specialty 1	Specialty 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				
RTK02	Ashford Hospital - RTK02	Chaucer	314 - REHABILITATION		790.5	746.25	596.75	634.5	666.5	666.5	333.25	333.25	94.40%	106.30%	100.00%	100.00%
RTK02	Ashford Hospital - RTK02	Dickens	110 - TRAUMA & ORTHOPAEDICS		1201.25	740.75	998.25	494	666.5	666.5	333.25	333.25	61.70%	49.50%	100.00%	100.00%
RTK01	St Peter's Hospital - RTK01	Aspen	340 - RESPIRATORY MEDICINE		2371.5	1938.25	1185.75	1543.5	1333	1343.75	666.5	666.5	81.70%	130.20%	100.80%	100.00%
RTK01	St Peter's Hospital - RTK01	BACU	320 - CARDIOLOGY		2371.5	2205.75	790.5	745.5	1999.5	1935	333.25	344	93.00%	94.30%	96.80%	103.20%
RTK01	St Peter's Hospital - RTK01	Cedar	300 - GENERAL MEDICINE		1976.25	1696.75	1387.25	1467.75	1333	1311.5	666.5	655.75	85.90%	105.80%	98.40%	98.40%
RTK01	St Peter's Hospital - RTK01	Falcon	100 - GENERAL SURGERY		1782.5	1430	790.5	1320.5	999.75	913.75	333.25	698.75	80.20%	167.00%	91.40%	209.70%
RTK01	St Peter's Hospital - RTK01	Heron	100 - GENERAL SURGERY		1142.75	1097.75	790.5	886	666.5	666.5	333.25	365.5	96.10%	112.10%	100.00%	109.70%
RTK01	St Peter's Hospital - RTK01	Holly	430 - GERIATRIC MEDICINE		1782.5	1641	1581	1619.75	666.5	666.5	999.75	1333	92.10%	102.50%	100.00%	133.30%
RTK01	St Peter's Hospital - RTK01	Kingfisher	100 - GENERAL SURGERY		2177.75	1697.5	1185.75	1563.25	1333	795.5	333.25	913.75	77.90%	131.80%	59.70%	274.20%
RTK01	St Peter's Hospital - RTK01	Maple	300 - GENERAL MEDICINE		1,581.00	1,587.50	1,581.00	1,664.00	666.5	666.5	999.75	1,408.25	100.40%	105.20%	100.00%	140.90%
RTK01	St Peter's Hospital - RTK01	MAU	300 - GENERAL MEDICINE		1,976.25	2,071.75	1,185.75	1,740.25	1,333.00	1,537.25	999.75	1,429.75	104.80%	146.80%	115.30%	143.00%
RTK01	St Peter's Hospital - RTK01	May	300 - GENERAL MEDICINE		1387.25	1374	984.25	997.5	666.5	709.5	666.5	795.5	99.00%	101.30%	106.50%	119.40%
RTK01	St Peter's Hospital - RTK01	MSSU	300 - GENERAL MEDICINE		2766.75	2474	1976.25	2052.75	1666.25	1580.25	1333	1494.25	89.40%	103.90%	94.80%	112.10%
RTK01	St Peter's Hospital - RTK01	SAU	100 - GENERAL SURGERY		1976.25	1798	1185.75	1154	999.75	956.75	333.25	311.75	91.00%	97.30%	95.70%	93.50%
RTK01	St Peter's Hospital - RTK01	Swan	110 - TRAUMA & ORTHOPAEDICS		1976.25	1583.25	1387.25	1588.5	999.75	978.25	666.5	903	80.10%	114.50%	97.80%	135.50%
RTK01	St Peter's Hospital - RTK01	Ash	420 - PAEDIATRICS		1782.5	1606.75	0	98.25	1333	1343.75	0	32.25	90.10%	-	100.80%	-
RTK01	St Peter's Hospital - RTK01	Joan Booker	501 - OBSTETRICS		1426	1377.5	1069.5	743	1426	1391.5	356.5	517.5	96.60%	69.50%	97.60%	145.20%
RTK01	St Peter's Hospital - RTK01	Labour	501 - OBSTETRICS		3208.5	3143	713	667.5	3208.5	3105	713	644	98.00%	93.60%	96.80%	90.30%
RTK01	St Peter's Hospital - RTK01	Abbey Birth Centre	501 - OBSTETRICS		713	713	0	0	666.5	666.5	0	0	100.00%	-	100.00%	-
RTK01	St Peter's Hospital - RTK01	ITU	192 - CRITICAL CARE MEDICINE		3952.5	3552	395.25	95.75	3332.5	3031.5	0	0	89.90%	24.20%	91.00%	-
RTK01	St Peter's Hospital - RTK01	MH DU	192 - CRITICAL CARE MEDICINE		790.5	790.5	395.25	382.75	666.5	666.5	333.25	301	100.00%	96.80%	100.00%	90.30%
RTK01	St Peter's Hospital - RTK01	SDU	100 - GENERAL SURGERY		1185.75	1147.5	0	12.75	999.75	924.5	0	75.25	96.80%	-	92.50%	-
RTK01	St Peter's Hospital - RTK01	NICU	501 - OBSTETRICS		4278	2978.5	1069.5	529	3999	2601.5	999.75	376.25	69.60%	49.50%	65.10%	37.60%
RTK01	St Peter's Hospital - RTK01	Swift	100 - GENERAL SURGERY		1581	1396.75	1976.25	2004.25	666.5	677.25	999.75	1483.5	88.30%	101.40%	101.60%	148.40%

