

Board of Directors' Meeting Report – 24 May 2018

Agenda item 32/18

Title	Safe staffing report for January, February, March 2018
Sponsoring Director	Diane Sarkar – Chief Nursing Officer
Authors	Denise Townsend, Site Director of Nursing Kathy Maloney – Safe Staffing Facilitator
Purpose	To report the Nursing & Midwifery staffing levels submitted to NHS England via Unify for the months of January, February & March 2018, reporting the percentage fill rate for each ward area and the impact on capacity and capability to deliver safe care.
Previously considered at	Heads of Nursing 18/05/18
Executive Summary	
January 2018	
<p>The registered nurse (RN) fill rate for days for January was 91.2% and night fill rate for January was 90%.</p> <p>There were 5 confirmed Hospital acquired avoidable pressure ulcers, these were classified as 1 x grade 2 and 4 x grade 3. 1 pressure ulcer was identified as unstageable.</p> <p>The areas reporting avoidable pressure ulcers were: Windsor ward x 2 the fill rate was below 90% on days Princess Anne ward x 2, the fill rate was below 90% on days Hockley & Stambridge wards x1 the fill rate was below 90% on nights on Stambridge</p> <p>There were 2 moderate falls in January, 1 on CCU/Hopkins and 1 fall on Eleanor Hobbs ward, the staffing levels fill rate % for both areas were below 90% on days. The RCA's were conducted and did not show that staffing had a direct impact on the falls.</p>	
February 2018	
<p>The RN fill rate for days for February was 91.8% and night fill rate for February was 89.8%.</p> <p>There were 5 confirmed hospital acquired avoidable pressure ulcers. These were classified as 4 x grade 2 and 1 x grade 3. The areas were: Paglesham ward x1 the fill rate % was below 90% on days Southbourne ward x 3 the fill rate % was below 90% on days Stambridge ward x1. The RCAs into these cases found no direct correlation to staffing levels.</p>	

There were 2 moderate severity falls 1 on Eastwood ward, 1 on Castlepoint ward and 1 high severity fall on Estuary ward. Eastwood and Estuary wards achieved fill rates above 95%. Castlepoint ward fill rate was below 90% on days in February. The RCAs for these cases have been completed and reviewed by the Patient Safety Review Panel and relevant action plans are in place in relation to these.

March 2018

The RN fill rate for days was 89.8% and night fill rate was 91.2%.

In March there were 8 confirmed hospital acquired avoidable pressure ulcers. These were classified as 8 x grade 2 pressure ulcers.

The areas were:

Elizabeth Lorry ward x1 the fill rate % was below 90% on days

Paglesham ward x1

Windsor ward x 2 the fill rate % was below 90% on days and nights

Castlepoint ward x 2 the fill rate % was below 90% on days

Stambridge ward x1, the fill rate % was below 90% on nights

Westcliff ward x1 the fill rate % was below 90% on nights

There were 2 high severity falls, 1 on Princess Anne and 1 on Eleanor Hobbs ward during this period; the staffing levels fill rate % on Princess Anne was below 90% on days, other fill rates were above 90%. The RCAs for these cases have been completed and final classification awaited by the Patient safety review panel.

Overview

Staffing ratios continue to be monitored daily by Senior Nurses within the trust. Bank and agency staff have been utilised to achieve fill rates in order to maintain patient safety where vacancy rates remain high.

The Trust vacancy position for Registered Nurses has decreased by 9.42 WTE over the 3 months from 737.55 WTE in post to 728.13.

Whilst during Jan – March the Neonatal Unit had fill rate below 80% of the planned staffing for a full unit, as a result of low cot occupancy, safe staffing levels were maintained. A daily RAG rating of staffing has been carried out to provide assurance for patient safety, this demonstrates that staffing is safe and mitigations are in place on occasions where RAG rating is amber or red. In future analysis of the staffing levels will be undertaken utilising cot occupancy to enable clear assurance to be provided in relation to safe staffing levels in this area.

Date Reviewed by SLT and JEG	
Related Trust Objective	Patient Focus – keep getting better. Staff – proud to work here and feel valued.
Related Risk	Patient Focus – keep getting better. Risk 1, 2 & 3 Staff – proud to work here and feel valued. Risk 1 & 2
Essex Success Regime	This report does not have any impact on other Trusts across MSB at the current time.
Legal implications/regulatory requirements	NHS England and our regulators expect organisations to ensure that staffing capacity and capability are appropriately funded, maintained and monitored.

	The CQC will monitor how well staffing requirements are met as part of their inspection programme
Quality impact assessment	Staffing levels need to be at an adequate level to provide safe nursing care. The impact on quality will be dependent upon the registered nurse to patient ratio, acuity and dependency of patients and the skills and capability of the staff.
Equality impact assessment	Monitoring the outcomes will enable us to understand the impact of any staffing deficits on care, including patients with protected characteristics of 'age' and 'disability'.
Recommendations: The Board is asked to note this report and receive assurance	

Southend University Hospital Foundation Trust
Safer Staffing Nursing and Midwifery - January, February & March 2018

1.0 PURPOSE

This paper outlines the Nursing and Midwifery safer staffing for January, February & March 2018

2.0 BACKGROUND

The Trust is required to submit data monthly to Unify, detailing ward nursing and midwifery staffing fill rates and bed days; reporting the impact on capacity and capability to deliver safe care. Monthly Unify data is also displayed on the Trust website. The staffing level fill rates are RAG rated as Green above 90%, Amber 80-89% and Red below 79%. The numbers of falls with serious harms and hospital acquired pressure ulcers are also correlated with safer staffing levels.

RED FLAGS










Staffing is monitored centrally for the Trust by a Senior Nurse, in liaison with Matrons and Head Nurses. It is assessed against agreed staffing levels for each ward and department based upon NICE guidance of an RN ratio of 1:8 combined with professional judgement. Red flags are highlighted and recorded centrally where RN staffing levels have fallen below the agreed levels, resulting in a reduction of 25% of RN time per shift. Following assessment of staffing levels by Senior Nurses mitigation is put in place to maintain safe staff/patient ratios as appropriate or a review of the acuity and dependency of the patients and a suitable mix of Trust staff with bank/agency nurses. Risk assessments are completed daily for areas where concerns are Red flags are unable to be mitigated and escalation beds are used.

Care Hours per Patient Day (CHPPD)

From May 2016 acute Trusts began reporting monthly CHPPD data to NHS improvement. CHPPD is calculated by adding the hours of RN's and the hours of Healthcare Support Workers (HCSW's) and dividing the total by every 24 hours of inpatient admissions. CHPPD is reported as a total and split by RN's and HCSW's to provide a picture of care and skill mix. For the purpose of this report the Actual RN CHPPD are reported, though split and total CHPPD data is reported to unify each month.

3.0 STAFFING LEVELS –










3.1. January 2018

Staffing Measures	Previous Month (1) December	Current Month (2) January	Change 1-2	
Nursing establishment wte RN	869.49	869.7	0.21	
Nursing establishment wte in post RN	739.06	737.55	1.51	
Vacancy RN wte	130.43	132.15	1.72	
Vacancy % RN	15.00%	15.20%	0.20%	
Number of nerve centre red flags raised	312	392	80	
Nurse agency % of pay bill RN	7%	6%	1%	
RN planned v actual hours used %	94.70%	90.64%	4.06%	
Care hours per patient day Actual -RN	4.6	4.3	0.3	

Nursing establishment changes are due to a decrease in RN of 0.53wte on Windsor ward and increase of 0.79wte on Central Delivery Suite.

Nursing vacancies have increased by 0.20%; 8 wards have vacancies above 25%. Bedwell ward 34.92%. Eleanor Hobbs ward 34.27%, Princess Anne ward 27.92%, Stroke Unit 25.8%, Castle Point ward 30.69%, Southbourne ward 35.62%, Surgical Assessment Unit 25.66%,










3.2 February 2018

Staffing Measures	Previous Month (1) January	Current Month (2) February	Change 1-2	
Nursing establishment wte RN	869.7	869.7	0	
Nursing establishment wte in post RN	737.55	730.39	7.46	
Vacancy RN wte	132.15	139.31	7.16	
Vacancy % RN	15.20%	16.02%	1.18%	
Number of nerve centre red flags raised	392	316	76	
Nurse agency % of pay bill RN	6%	6%	0	
RN planned v actual hours used %	90.64%	89.94%	0.70%	
Care hours per patient day Actual -RN	4.3	4.4	0.1	

Nursing vacancies have increased by 1.18%, 7 wards have vacancies above 25%; Bedwell ward 27.31%, Eleanor Hobbs ward 34.27%, Princess Anne ward 27.92%, Castlepoint ward 29.10%. Emergency department vacancy rate is 20.81% however as this is a large department it does not reflect the high vacancy of 16.71 wte RN posts.

The number of red flags has increased, the periods where this occurs coincides with dates where the Trust was in internal critical incident.

3.2 March 2018

Staffing Measures	Previous Month (1) February	Current Month (2) March	Change 1-2	
Nursing establishment wte RN	869.7	869.53	0.17	
Nursing establishment wte in post RN	730.39	728.13	2.13	
Vacancy RN wte	139.31	141.27	1.96	
Vacancy % RN	16.02%	16.25%	0.23	
Number of nerve centre red flags raised	316	428	109	
Nurse agency % of pay bill RN	6%	6%	0%	
RN planned v actual hours used %	89.94%	89.24%	0.16	
Care hours per patient day Actual -RN	4.4	4.4	0	

Nursing vacancy percentages have increased by 0.23%. 6 wards have vacancies rates above 25%; Bedwell ward 27.31%, Eleanor Hobbs ward 38.52%, Gordon Hopkins 27.36%, Castlepoint ward 29.1%, Southbourne ward 30.26%, Surgical Assessment Unit 32.15% and Paediatric Assessment Unit 62.49%. Emergency department RN vacancies have reduced by 0.43% (0.30 wte) this remains a high number of vacant RN posts, 16.37.

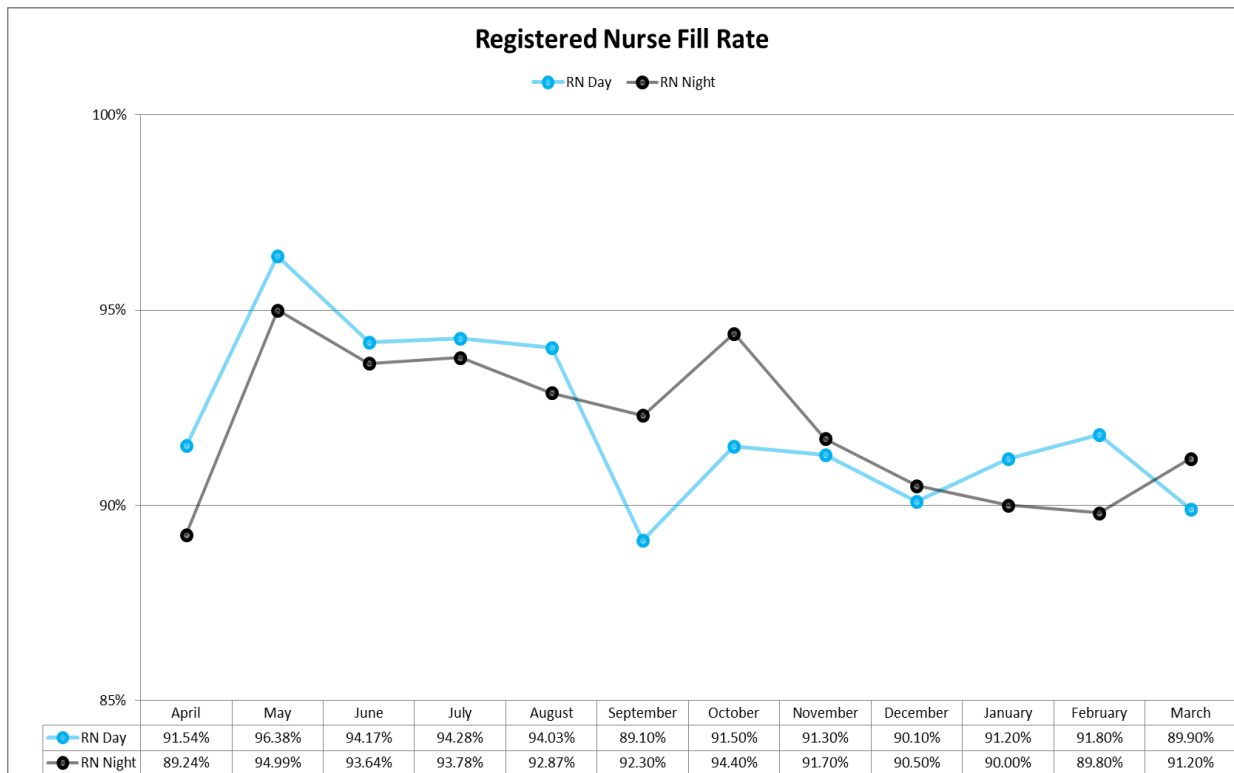
The numbers of red flags reported have increased significantly throughout this quarter, with the trust being under severe clinical pressures with high numbers of A&E attendees, and increased acuity & dependency of patients requiring admission. In addition escalation beds were opened and there high levels of short terms sickness in some areas which required the re deployment of clinical staff to mitigate the risk.

3.0 Trust Wide Quality & Safety Indicators

4.1 RN/HCA fill rates for days and nights – Overall Trust position

Month	RN day	RN Night	HCA day	HCA night
January	91.20%	90%	116.10%	116.50%
February	91.80%	89.80%	116.50%	117.30%
March	89.80%	91.20%	114.70%	116.20%

4.2 Fill rates trend



4.3 Overall fill rate RAG rating for the directorates for Jan/Feb/March 2018

Division	Registered		Care Staff	
	Day	Night	Day	Night
January				
Emergency medicine	82.56%	86.13%	109.13%	93.70%
Surgery	96.58%	93.98%	120.82%	127.46%
Medicine	89.71%	94.60%	118.62%	114.02%
Diagnostic & Therapeutic	84.35%	87.10%	95.55%	129.05%
MSK	83.60%	96.40%	120.50%	142.85%
Theatre & Critical Care	96.60%	85.40%		
Women & Children	94.20%	84.74%	104.82%	92.22%
February				
Emergency medicine	84.88%	89.01%	110.77%	144.89%
Surgery	95.60%	101.20%	125.58%	124.00%
Medicine	91.29%	92.63%	120.37%	124.39%
Diagnostic & Therapeutic	85.80%	83.95%		
MSK	86.80%	98.70%	98.70%	110.15%
Theatre & Critical Care	90.30%	81.70%	90.10%	71.07%
Women & Children	99.48%	88.26%	106.36%	90.96%
March				
Emergency medicine	88.43%	88.72%	122.90%	90.41%
Surgery	91.84%	105.62%	105.62%	122.70%
Medicine	90.81%	93.67%	120.86%	122.07%
Diagnostic & Therapeutic	83.25%	87.60%	95.70%	140.35%
MSK	82.95%	100.70%	97.20%	104.25%
Theatre & Critical Care	88.80%	82.80%	83.80%	86.80%
Women & Children	96.28%	83.44%	109.04%	93.40%

Please see Appendix 1 for breakdown of monthly fill rate by ward

4.4

Exceptions	
January	<ul style="list-style-type: none"> Amber rating in Emergency department due to high vacancies, this is mitigated during day shifts by Matron and managers clinically supporting the teams Amber rating in medicine due to 3 wards with high vacancy rates. Amber rating in Diagnostic and therapeutic due to high vacancy rate in Bedwell ward. Amber rating MSK due to high vacancy rate on both wards, Castlepoint ward is above 25%; Shopland ward is between 18-20% they are therefore unable to support the ward. Low fill rates are mitigated by Trauma & Orthopaedic Nurse Specialists and band 4 Associate Practitioners. Amber rating in Theatre & Critical Care is due to 10.41 wte vacancies, although due to high RN figures this is a 16.42% vacancy. Mitigation is provided by the Outreach team. Amber rating in Women and Children is due to low fill rates on Margaret Broom 2, they were supported by staff from Margaret Broom 1.

<p>February</p>	<ul style="list-style-type: none"> • Amber rating in Emergency department due to high vacancies, this is mitigated during day shifts by Matron and managers. Staffing is monitored by duty Matron in the evening and Clinical Site Managers overnight and staff are moved to maintain safety and patient flow. • Amber rating in Diagnostic & Therapeutic due to low fill rate in Bedwell ward, this has been mitigated by the Ward Manager working clinically on day shift and increased HCA on night shift. • MSK amber rating is due to reduced fill rate on both wards on day shifts, these are mitigated by the Ward Managers and Trauma & Orthopaedic Nurse Specialists and band 4 Associate Practitioners. • Amber rating in Theatre & Critical Care is due to critical care fill rate, however the vacancies have reduced to 9.91. Mitigation is provided by the outreach team and review of acuity and dependency. • Amber rating in Women and Children is due to low fill rates on Margaret Broom 2, they were supported by staff from Margaret Broom Shifts are reviewed to assess staffing against Acuity & Dependency requirement, 4 shifts had an RN deficit, and 1 shift had a Nursery Nurse deficit.
<p>March</p>	<ul style="list-style-type: none"> • Amber rating in Emergency department due to high vacancies, this is mitigated during day shifts by Matron and managers. Staffing is monitored by duty Matron and Clinical Site Managers on night and evenings and staff moved to maintain safety and patient flow. Paramedics are also working in the department on night duties to provide support to RN's. • Amber rating in Diagnostic & Therapeutic due to low fill rate in Bedwell ward, this has been mitigated by the Ward Manager working clinically on day shift and increased HCA on night shift. Vacancies on Elizabeth Loury ward have also increased by 1.5 wte. • MSK amber rating is due to reduced fill rate on both wards on day shifts, these are mitigated by the Ward Managers and Trauma & Orthopaedic Nurse Specialists and band 4 Associate Practitioners. Shopland ward vacancy has reduced by 1 wte to 2.62. • Amber rating in Theatre & Critical Care is due to critical care fill rate, vacancies have increased to 10.41wte. Mitigation is provided by the outreach team and review of acuity and dependency. Healthcare assistants who have been employed for HDU are currently working on Critical Care on induction prior to the opening of HDU have provided some support on the Unit. • Amber rating in Women & Children is due to a low fill rate in the Neonatal Unit of 60-63%. Shifts are reviewed to assess staffing against Acuity & Dependency requirement, 2 shifts had an RN deficit and 1 shift had a Nursery Nurse deficit.

4.5 Staffing v's Quality Impact

Month	Staffing v's Impact
<p>January</p>	<p>Pressure Ulcers – In January there were 5 confirmed hospital acquired avoidable pressure ulcers. These were classified as 1 x grade 2 and 4 x grade 3. 1 pressure ulcer was identified as unstageable.</p> <p>Windsor Ward x 2</p> <p>Princess Anne Ward x 2</p> <p>Hockley Ward x1</p> <p>Stambridge Ward x1</p> <p>Falls - 2 moderate falls</p> <p>1 on CCU Hopkins, the patient rolled from the bed and suffered head and face injury and laceration to an elbow.</p> <p>1 fall on Eleanor Hobbs ward, patient fell over bed rails, hitting head suffered nose bleed and swollen left eye.</p> <p>All the RCAs for these have been completed and no direct correlation to staffing levels and the incident have been found.</p>
<p>February</p>	<p>Pressure Ulcers – In February there were 5 confirmed hospital acquired avoidable pressure ulcers. These were classified as 4 x grade 2 and 1 x grade 3.</p> <p>Paglesham Ward x1</p> <p>Southbourne Ward x 3</p> <p>Stambridge Ward x1</p> <p>Falls - 2 moderate severity falls and 1 high severity</p> <p>Eastwood ward moderate severity fall, where the patient fell hitting her head.</p> <p>Castlepoint ward moderate severity fall where the patient sustained a wrist injury.</p> <p>Estuary ward high severity fall, where the patient was found on the floor.</p> <p>All the RCAs for these have been completed and have been reviewed at the Patient Safety Panel. Action plans are in place and completion will be monitored through the Patient Safety team.</p>
<p>March</p>	<p>Pressure Ulcers – In March there were 8 confirmed Hospital acquired avoidable pressure ulcers. These were classified as 8 x grade 2</p> <p>Elizabeth Loury Ward x1</p>

	<p>Paglesham Ward x1</p> <p>Windsor Ward x 2</p> <p>Castlepoint Ward x 2</p> <p>Stambridge Ward x 1</p> <p>Westcliff Ward x 1</p> <p>Falls- 2 High severity falls</p> <p>1 high severity fall on Princess Anne ward, CT confirmed subdural haematoma.</p> <p>1 high severity fall on Eleanor Hobbs Ward, The patient found collapsed and unresponsive</p> <p>All the RCAs for these have been completed and have been reviewed at the Patient Safety Panel. Action plans are in place and completion will be monitored through the Patient Safety team</p>
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4.6 Recruitment Update

7 newly qualified nurses commenced in the Trust in March 2018.

Skype interviews have continued with Registered Nurses from the Philippines and India via recruitment agencies and direct referrals from other overseas registered nurses who are working in the Trust. These referrals are being managed by a recruitment agency along with our recruitment department. 6 Overseas Nurses commenced in January, and 7 in March. All of these Nurses have undergone or commenced the Trust preparation programme for NMC OSCE examination to allow them to become registered nurses in the UK. To date 10 of the 12 overseas nurses that have taken the OSCE's have passed giving a pass rate of 83%.

We have undertaken a recruitment exercise with pre-registration nurses that are due to qualify in September 2018 60 applicants have been given a conditional offer; 4 candidates have subsequently withdrawn and accepted posts in other Trusts. A high number of candidates requested Emergency department allocation however not all candidates were able to be supported as Newly Qualified Nurses in this area they therefore took positions in trusts where this placement was available.

A Recruitment event took place on 20th January. There were 11 attendees on the day of which 8 were Registered Nurses, 5 were external candidates. 3 of these RN's were interviewed on the day and were given conditional offers. A further recruitment event is planned for 5th May 2018, 6 Registered Nurses attended the event, they met with staff and will subsequently be followed up through the recruitment process.

As well as recruitment activity the Trust is participating in the NHSi retention work stream. There is a comprehensive retention action plan in place which includes a number of initiatives and examples of which are the exploration of a Senior Staff Nurse role, an internal transfer process for movement of staff, as well as a Retire and Return process.

5.0 Conclusion and further actions required

- There has been a reduction of 9.42 wte in post over the 3 months from 737.55 to 728.13.
- Recruitment and retention remains a high priority and risk with the current vacancies, however the recruitment campaigns are in place and in addition to this we are participating in an NHS retention programme across the 3 sites.
- Daily monitoring continues for all staffing measures and quality indicators.

Appendix 1 January 2018 monthly fill rate %								
RAG rated as Green above 90%, Amber 80-89% and Red below 79%.								
Ward	Day		Night		Overall fill rate % RAG rating	CHPPD total (actual)	Max No of Esc beds in use	
	% fill rate RN	%fill rate Care staff	% fill rate RN	%fill rate Care staff				
Emergency Medicine	82.58%	109.13%	86.13%	93.70%	92.89%			
Surgery								
Balmoral	114.10%	162.20%	99.80%	143.20%	129.83%	7.9	6	
Chalkwell SAU	90.80%	106.00%	82.20%	124.50%	100.88%	8.5		
Hockley	94.10%	115.80%	94.40%	120.90%	106.30%	5.4	1	
Southbourne	88.60%	131.30%	107.70%	115.40%	110.75%	5.2	1	
Stambridge	95.30%	88.80%	85.80%	133.30%	100.80%	7.8	1	
Medicine								
AMS	95.40%	141.50%	100.80%	106.60%	111.08%	12.3		
Blenheim	81.30%	113.90%	97.10%	110.50%	100.70%	5.8	2	
CCU Hopkins	85.90%	113.80%	82.00%	102.40%	96.03%	8.9		
Eleanor Hobbs	88.80%	127.20%	100.80%	135.30%	113.03%	6.8		
Estuary OPAS	106.90%	124.00%	99.50%	127.90%	114.58%	7.0	10	
Princess Anne	84.60%	110.70%	99.10%	123.80%	104.55%	6.9		
Stroke Unit	91.70%	134.30%	98.40%	133.50%	114.48%	8.2	11	
Windsor	79.60%	102.20%	92.40%	94.70%	92.93%	6.2		
Respiratory Unit	93.20%	100.00%	82.00%	91.50%	92.93%	11.4	1	
Diagnostic & Therapeutic								
Elizabeth Loury	86.20%	95.00%	95.70%	100.00%	94.23%	7.0		
Bedwell	82.50%	96.10%	78.50%	158.10%	103.80%	7.0		
Musculoskeletal								
Castlepoint	78.70%	130.90%	99.70%	156.90%	116.55%	6.8		
Shopland	88.50%	110.10%	93.10%	128.80%	105.13%	6.3		
Theatres & Anaesthetics								
Critical Care	96.60%		85.40%		91.00%	25.4		
Women & Children								
Eastwood	90.10%	124.70%	95.30%	132.30%	110.60%	7.4		
Neptune	103.70%	121.20%	81.60%	85.80%	98.08%	14.8		
Neonatal Unit	72.50%	58.10%	75.70%	53.20%	64.88%	17.9		
Margaret Broom 1					111.70%			
Margaret Broom 2	74.20%	85.50%	86.50%	92.70%	84.73%	8.7		

** Neonatal unit plans to staff all cots to enable accommodation of emergency admissions, safe staffing is maintained due to low cot occupancy.

Appendix 1 February 2018 monthly fill rate %							
RAG rated as Green above 90%, Amber 80-89% and Red below 79%.							
Ward	Day		Night		Overall fill rate % RAG rating	CHPPD total (actual)	Max No of Esc beds in use
	% fill rate RN	%fill rate Care staff	% fill rate RN	%fill rate Care staff			
Emergency Medicine	84.88%	110.77%	89.01%	144.89%	107.39%		
Surgery							
Balmoral	103.30%	159.60%	150.30%	124.00%	134.30%		6
Chalkwell SAU	89.90%	114.00%	78.70%	113.60%	99.05%		
Hockley	94.30%	122.60%	90.30%	159.60%	116.70%		1
Southbourne	87.90%	136.90%	96.00%	109.10%	107.48%		1
Stambridge	102.60%	94.80%	90.70%	113.70%	100.45%		1
Medicine							
AMS	82.90%	82.50%	99.20%	143.90%	102.13%		
Blenheim	81.80%	130.90%	102.90%	123.80%	109.85%		2
CCU Hopkins	93.10%	123.70%	79.10%	111.60%	101.88%		
Eleanor Hobbs	92.60%	113.40%	86.40%	116.30%	102.18%		
Estuary OPAS	133.00%	150.90%	101.40%	144.70%	132.50%		10
Princess Anne	84.60%	120.70%	101.90%	140.10%	111.83%		
Stroke Unit	87.00%	143.10%	92.60%	134.60%	114.33%		11
Windsor	71.70%	115.20%	88.40%	112.30%	96.90%		
Respiratory Unit	94.90%	102.90%	81.80%	92.20%	92.95%		1
Diagnostic & Therapeutic							
Elizabeth Lorry	90.60%	98.10%	84.60%	119.60%	98.23%		
Bedwell	81.00%	96.90%	83.30%	145.50%	101.68%		
Musculoskeletal							
Castlepoint	85.40%	123.00%	101.70%	114.30%	106.10%		
Shopland	88.20%	134.80%	95.70%	106.00%	106.18%		
Theatres & Anaesthetics							
Critical Care	90.30%	90.10%	81.70%	71.70%	83.45%		
Women & Children							
Eastwood	93.50%	110.50%	100.20%	114.10%	104.58%		
Neptune	105.10%	140.20%	96.30%	85.60%	106.80%		
Neonatal Unit	59.60%	69.60%	67.70%	78.60%	68.88%		
Margaret Broom 1	145.00%	125.60%	87.80%	89.30%	111.93%		
Margaret Broom 2	94.20%	85.90%	89.30%	87.20%	89.15%		

** Neonatal unit plans to staff all cots to enable accommodation of emergency admissions, safe staffing is maintained due to low cot occupancy.

Appendix 1 March 2018 monthly fill rate %

RAG rated as Green above 90%, Amber 80-89% and Red below 79%.

Ward	Day		Night		Overall fill rate % RAG rating	CHPPD total (actual)	Max No of Esc beds in use
	% fill rate RN	%fill rate Care staff	% fill rate RN	%fill rate Care staff			
Emergency Medicine	88.43%	122.90%	88.72%	90.41%	97.62%		
Surgery							
Balmoral	111.10%	172.00%	139.70%	144.60%	141.85%	8.2	6
Chalkwell SAU	73.90%	150.90%	80.40%	112.50%	104.43%	10.8	6
Hockley	96.00%	139.30%	101.20%	143.10%	119.90%	6.5	1
Southbourne	84.60%	135.60%	117.30%	110.10%	111.90%	6.2	
Stambridge	93.60%	84.30%	89.50%	103.20%	92.65%	8.1	1
Medicine							
AMS	90.10%	148.30%	96.60%	149.20%	121.05%	12.4	
Blenheim	87.00%	111.60%	102.90%	104.10%	101.40%	5.8	2
CCU Hopkins	83.00%	126.20%	80.20%	110.50%	99.98%	9.1	
Eleanor Hobbs	90.20%	120.40%	96.80%	127.60%	108.75%	6.6	
Estuary OPAS	113.80%	153.60%	100.20%	155.80%	130.85%	8.0	10
Princess Anne	84.60%	103.80%	96.50%	119.90%	101.20%	6.8	
Stroke Unit	93.90%	112.40%	94.50%	132.40%	108.30%	8.8	11
Windsor	79.70%	107.50%	87.30%	100.90%	93.85%	6.4	
Respiratory Unit	95.00%	103.90%	88.00%	98.20%	96.28%	12.1	1
Diagnostic & Therapeutic							
Elizabeth Loury	86.40%	93.30%	93.50%	100.10%	93.33%	6.8	
Bedwell	80.10%	98.10%	81.70%	180.60%	110.13%	7.3	
Musculoskeletal							
Castlepoint	81.50%	94.30%	104.50%	103.40%	95.93%	6.6	
Shopland	84.40%	100.10%	96.90%	105.10%	96.63%	6.3	
Theatres & Anaesthetics							
Critical Care	88.80%	83.80%	82.80%	88.60%	86.00%	29.4	
Women & Children							
Eastwood	91.00%	112.10%	100.00%	119.50%	105.65%	8.4	
Neptune	101.70%	139.10%	95.80%	93.50%	107.53%	14.1	
Neonatal Unit	60.10%	61.30%	63.00%	61.30%	61.43%	14.4	
Margaret Broom 1	140.10%	132.40%	72.20%	97.40%	110.53%	30.5	
Margaret Broom 2	88.50%	100.30%	86.20%	95.30%	92.58%	10.5	

** Neonatal unit plans to staff all cots to enable accommodation of emergency admissions, safe staffing is maintained due to low cot occupancy.