

Board of Directors' Meeting Report – 4 September 2018

Agenda item 51/18

Title	Safe staffing report for April, May & June 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 April, May & June 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 24th August 2018

Executive Summary

April 2018

The registered nurse (RN) fill rate for days for April was 95% and night fill rate for April was 89.9%.

There were 4 confirmed hospital acquired avoidable pressure ulcers, these were classified as 1 x grade 3 and 3 x grade 2.

The areas reporting pressure ulcers were:

Shopland Ward x1 grade 3, RN fill rate was 85.4% on days, overall fill rate was 99.85%

Castlepoint Ward x1 grade 2, RN fill rate on days was 84.3% and 77.4% on nights

Estuary Ward x1 grade 2, 10 escalation beds were in use and all fill rates were above 95%.

Stambridge Ward x1 grade 2, all fill rates were above 95%

No moderate/high severity falls were reported in April.

May 2018

The RN fill rate for days for May was 92.4% and night fill rate for May was 95%.

There were 3 hospital acquired avoidable, grade 2 pressure ulcers.

The areas reporting these were:

Hockley Ward x1, grade 2. RN Days fill rates were 94%, all other fill rates were above 95%.

Shopland Ward x1 grade 2, RN day fill rates were 90.2% all other fill rates were above 95%

Post-operative ward

There were 2 moderate severity falls, 1 on Shopland ward and 1 on the Acute Medical Unit.

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 staffing was not identified as a contributory factor.

June 2018

The RN fill rate for days for June was 91.4% and night fill rate was 91%.

In June there were 3 preventable hospital acquired avoidable grade 2 pressure ulcers.

The areas reporting these were:

Blenheim Ward x1 grade 2, RN day fill rate 79.1%, all other fill rates were above 95%

Windsor Ward x1 grade 2, day RN fill rate 80.4% all other fill rates were above 95%

Princess Anne Ward x 1 unstageable pressure ulcer, day RN fill rate 86%, night RN fill rate 104.3%.

There were no moderate/high severity falls in June.

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 NHSI is planning to move from fill rates to Care Hours per patient per day (CHPPD) as the principle measure of staff deployment on inpatient wards as detailed in guidance published in June 2018. This will become a benchmark to enable comparison across trusts. CHPPD data for acute Trusts will be published at trust and ward level on My NHS and NHS Choices from September 2018, where July 18 data will be available. A gap analysis has been carried out to assess the Trusts' current compliance with the recommendations in the NHSi guidance. CHPPD data will be available for submission within the published timescales by the trust as this currently collated, however further understanding of the comparisons of local and National Trusts in the NHSi Model Hospital system. It will also be necessary to develop auditable systems of the assessment of ward establishments and shift to shift deployment of staff and resulting CHPPD.

The Trust is planning to implement the Safe Care module of roster which will provide improved Ward Staffing reporting and the ability to monitor staffing on a shift to shift real time basis including professional judgement decisions and a more auditable record of staff deployment. This will also provide compliance with the recommendation in the NHSi CHPPD guidance for Acute and Specialist Trusts (June 2018).

The Trust vacancy position for Registered Nurses has increased by 16.96 WTE over the 3 months from 129.52 WTE in April to 146.48 WTE in June. The vacancy of WTE registered Nurses are based on funded establishment for ward areas.

Planned fill rates have been reduced in wards with bed/cot occupancy below 80%. This applied to the following areas; Neonatal, Critical care, Neptune Ward and Eastwood Ward.

Date Reviewed by SLT	SLT 23 August 2018
Related Trust Objective	Excellent Patient Outcomes Excellent Patient Experience
Related Risk	Failure to provide adequate patient safety , quality of care and patient experience due to capacity, demand and external agency stakeholder engagement
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'.
<p data-bbox="188 421 456 456">Recommendations</p> <p data-bbox="188 488 991 524">The Board is asked to note this report and receive assurance</p>	

Southend University Hospital Foundation Trust Safer Staffing Nursing and Midwifery

April, May & June 2018

1.0 PURPOSE

This paper outlines the Nursing and Midwifery safer staffing for April, May and June 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%. Fill rates are calculated by the comparison of planned and actual fill rates. The Trust does not currently operate a system whereby planned fill rates can be adjusted on a shift to shift basis therefore for the purposes of this report fill rates have been adjusted based upon ward occupancy levels. Fill rates for areas with occupancy below 85% have had planned fill rates adjusted accordingly.

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 of Nursing. 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. April 2018

Staffing Measures	Previous Month (1) March	Current Month (2) April	Change 1-2	
Nursing establishment wte RN	869.53	861.97	7.56	
Nursing establishment wte in post RN	728.13	719.2	8.93	
Vacancy RN wte	141.27	129.52	11.75	
Vacancy % RN	16.25%	15.26%	0.99%	
Number of nerve centre red flags raised	428	314	114	
Nurse agency % of pay bill RN	6%	6%	0%	
RN planned v actual hours used %	89.24%	90.50%	1.26%	
Care hours per patient day Actual -RN	4.4	4.7	0.3	

Nursing establishment changes are due to changes to establishment changes in medical, surgical and paediatric wards ranging between 3.0 wte and 0.2.wte.

Nursing vacancies have decreased by 0.99%; 6 wards have vacancies above 25%. Bedwell ward 27.11%, Eleanor Hobbs ward 39.27%, Princess Anne ward 27.53%, Windsor Ward 31.41%, Castle Point ward 31.07%, Southbourne ward 35.62%, Surgical Assessment Unit 36.18%. This is a decrease from the previous month when there were 8 wards with vacancies above 25%.

3.2 May 2018

Staffing Measures	Previous Month (1) April	Current Month (2) May	Change 1-2	
Nursing establishment wte RN	861.97	860.79	0.88	
Nursing establishment wte in post RN	719.2	722.29	3.09	
Vacancy RN wte	129.52	138.50	8.98	
Vacancy % RN	15.26%	16.09%	0.83%	
Number of nerve centre red flags raised	314	255	59	
Nurse agency % of pay bill RN	6%	8%	2%	
RN planned v actual hours used %	90.50%	93.57%	3.07%	
Care hours per patient day Actual -RN	4.7	4.9	0.2	

Nursing vacancies have increased by 0.83%, 7 wards have vacancies above 25%; Eleanor Hobbs ward 39.27%, Princess Anne ward 27.53%, Windsor Ward 35.47% Castlepoint ward 31.07%, Balmoral Ward 26.04%, Southbourne Ward 30.26% and Stambridge Ward 27.33%. Emergency department vacancy rate is 23.65% however as this is a large department it does not reflect the high vacancy of 19.19 wte RN posts.

3.2 June 2018

Staffing Measures	Previous Month (1) May	Current Month (2) June	Change 1-2	↑ ↓
Nursing establishment wte RN	860.79	866.1	5.31	↑
Nursing establishment wte in post RN	722.29	719.69	2.6	↓
Vacancy RN wte	138.50	146.48	7.98	↑
Vacancy % RN	16.09%	16.91%	0.89%	↑
Number of nerve centre red flags raised	255	348	93	↑
Nurse agency % of pay bill RN	8%	6%	2%	↓
RN planned v actual hours used %	93.57%	91.22%	2.35%	↓
Care hours per patient day Actual -RN	4.9	4.8	0.1	↓

Nursing establishment has increased due to an increase of 5.12 wte on Estuary ward following an increase in bed base. Nursing vacancy percentages have increased by 0.89%. 8 wards have vacancies rates above 25%; Bedwell Ward 25.75%, Eleanor Hobbs Ward 46.87%, Gordon Hopkins 27.53%, Castlepoint ward 31.07%, Southbourne ward 30.26%, Stambridge Ward 27.33%, Surgical Assessment Unit 32.15%. Emergency department RN vacancies have reduced by 2.76% (2.25 wte) this remains a high number of vacant RN posts, 16.94.

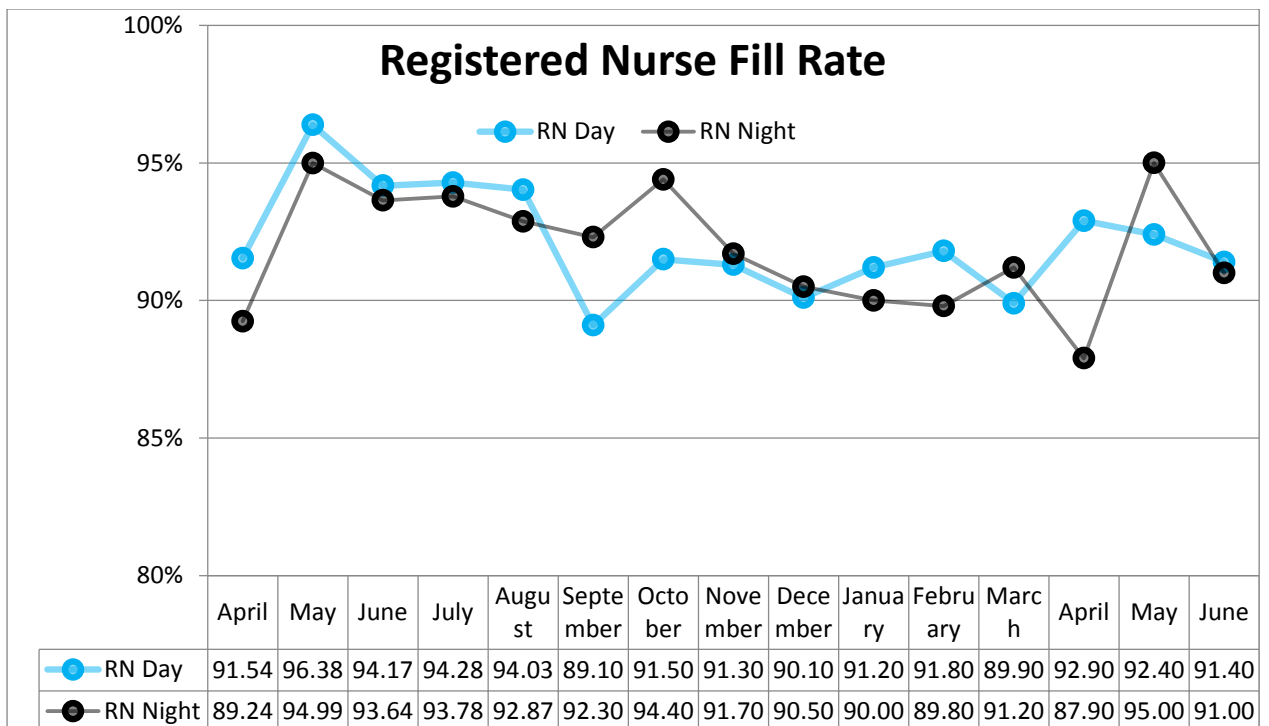
Red flags have increased by 93, the increase is spread over 13 areas and is noted particularly in areas with high vacancies. The areas with an increase in reported NICE red flags which are based upon a reduced fill rates where mitigation was not possible. The areas with an increased in red flags are: Elizabeth Lorry, Bedwell Ward, Windsor ward, Blenheim Ward, CCU/Gordon Hopkins, Respiratory Unit, Stroke Unit, Castlepoint Ward, Southbourne Ward Stambridge Ward Surgical Assessment Unit, Acute Medical Unit and Emergency Dept.

4.0 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
April	95%	89.90%	123.90%	122.10%
May	94.20%	95%	109.20%	107.70%
June	91.40%	91.10%	103%	109.20%

4.2 Fill rates trend



4.3 Overall fill rate RAG rating for the directorates for April, May & June 2018

Division	Registered Nurses fill rate		Care Staff Fill rate	
	Day	Night	Day	Night
April				
Emergency medicine	87.76%	109.95%	116.33%	114.76%
Surgery	97.28%	96.88%	130.82%	127.86%
Medicine	95.68%	92.51%	139.68%	123.19%
Diagnostic & Therapeutic	79.27%	95.08%	114.55%	145.32%
MSK	84.85%	88.45%	114.30%	140.70%
Theatre & Critical Care	99.33%	107.56%	91.42%	81.48%
Women & Children	114.88%	87.12%	145.46%	122.38%
May				
	Day	Night	Day	Night
Emergency medicine	90.99%	99.94%	121.29%	120.43%
Surgery	92.48%	95.40%	95.40%	103.40%
Medicine	91.77%	96.92%	101.38%	107.97%
Diagnostic & Therapeutic	88.60%	103.05%	102.10%	150.65%
MSK	89.45%	102.85%	102.10%	120.80%
Theatre & Critical Care	81.20%	86.90%	97.30%	76.70%
Women & Children	100.44%	95.82%	116.66%	97.10%
June				
	Day	Night	Day	Night
Emergency medicine	90.99%	99.94%	121.29%	120.43%
Surgery	93.80%	96.54%	96.54%	113.56%
Medicine	90.28%	93.78%	101.38%	107.97%
Diagnostic & Therapeutic	81.95%	82.90%	95.50%	133.35%
MSK	83.05%	87.85%	95.50%	107.90%
Theatre & Critical Care	98.00%	113.20%	89.20%	167.70%
Women & Children	96.84%	89.42%	99.14%	93.90%

Please see Appendix 1, 2 & 3 for breakdown of monthly fill rates by ward

4.4 Exceptions

<p>April</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 clinically supporting the teams. The vacancy rate is not above 25% but this does not reflect the vacancy 19.42 wte. • Red rating in Diagnostic and therapeutic due to high vacancy rate in Bedwell ward of 27.11%. Elizabeth Loury ward has a vacancy rate of 23.21% therefore support is not available within the directorate. Staffing shortages have been mitigated by support from Matron and Ward Managers working clinically and extra Healthcare Assistants. • Amber rating MSK due to high vacancy rate on Castlepoint ward of 31.07%. Low fill rates are mitigated by Trauma & Orthopaedic Nurse Specialists and band 4 Associate Practitioners. • Amber rating for HCSW in Critical Care for nights is a new role where staff have been appointed but not yet included in the rosters. • 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. Also low fill rate on Eastwood ward on night duty, this was mitigated by increased HCSW.
<p>May</p>	<ul style="list-style-type: none"> • Amber rating in Diagnostic & Therapeutic due to low fill rate in Bedwell and Elizabeth Loury ward on days, this has been mitigated by the Ward Manager working clinically when necessary on day 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 following the opening of the High Dependency Unit and increase in staffing requirements. Mitigation is provided by the outreach team and review of acuity and dependency.
<p>June</p>	<ul style="list-style-type: none"> • Amber rating in Diagnostic & Therapeutic due to increased vacancy 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. Castlepoint vacancy has increased to 31.07%. • Amber rating in Women & Children is due to a reduced fill rate on the Margaret Broom 1 & 2; these are supported when required by other areas in the unit.

4.5 Staffing v's Quality Impact

Month	Staffing v's Impact
April	<p>Pressure Ulcers – In April there were 4 hospital acquired avoidable pressure ulcers. These were classified as 3 x grade 2 and 1 x grade 3.</p> <p>Estuary Ward x1 grade 2</p> <p>Stambridge Ward x1 grade 2</p> <p>Castlepoint Ward x1 grade 2</p> <p>Shopland ward x1 grade 3</p> <p>Falls – They were no moderate/high severity falls.</p>
May	<p>Pressure Ulcers – In May there were 3 hospital acquired avoidable pressure ulcers. These were classified as 3 x grade 2..</p> <p>Shopland Ward x1</p> <p>Hockley Ward x 1</p> <p>J Alfred Lee Ward x1</p> <p>Falls - 2 moderate severity falls.</p> <p>Acute Medical Unit - moderate severity fall,</p> <p>Shopland Ward – moderate severity fall.</p>
June	<p>Pressure Ulcers – In June there were 3 Hospital acquired avoidable pressure ulcers. These were classified as 2 x grade 2 pressure ulcers and 1 unstageable pressure ulcer</p> <p>Blenheim Ward x1 grade 2</p> <p>Windsor Ward x 1 grade 2</p> <p>Princess Anne Ward x1 unstageable</p> <p>Falls- – They were no moderate/high severity falls.</p>

All the RCAs for falls and pressure ulcers 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.

4.6 Recruitment Update

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. 10 Overseas Nurses commenced in this quarter. 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. At the time of reporting the Nurses recruited in Q1 have not yet undertaken their OSCE examination.

Further interviews have taken place with pre-registration nurses due to qualify in September 2018 and offers have been made, Engagement with this group has continued by the Practice Development team, currently 52 Newly qualified Nurses are expected to start in the Trust in Sept/Oct 2018.

A Recruitment event took place on 5th May, 1 registered Nurse, 1 overseas Nurse, 2 Student nurses and 2 paediatric Student Nurses attended they met with Matrons and recruitment leads to discuss opportunities within the Trust. The Student Nurses and Paediatric Nurses were given information about the Trust recruitment process, 1 will be commencing in the Trust in October. The overseas Nurse was given advice about beginning the application process for the Nursing and Midwifery Council.

As well as recruitment activity the Trust is participating in the NHSi retention work stream. There is a comprehensive retention action plan in place and a monthly retention dashboard is produced. A number of initiatives have commenced, examples of which are; an internal transfer process for movement of staff, promotion of a Retire and Return process and Pre-retirement seminars. The Trust has been shortlisted for 2 categories in the Nursing Times Workforce awards; Best workplace for learning and development and Best diversity and inclusion practice. The awards recognise our initiatives in growing our own workforce through the use of nursing apprenticeships and the development of our healthcare support workers and supporting age diversity in the Trust and the retire and return initiative. These awards enable us to promote positive aspects of working in the Trust.

5.0 Conclusion and further actions required

- The number of RN in post has remained stable in Quarter1 with range of 719.2 wte to 719.69; however there remains a vacancy of 146.48 wte. 6- 8 Ward areas have vacancy rates above 25% during Q1 these are Bedwell Ward, Eleanor Hobbs Ward, Princess Anne Ward, Windsor Ward, Castlepoint Ward, Surgical Assessment Unit, Gordon Hopkins/CCU and Southbourne Ward. The Emergency Department also has a high number of WTE vacancies with a peak in April of 19.42 wte (23.93%), this reduced to 16.94 wte in June to 16.94 wte (20.89%).
- 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, daily monitoring will improve with the implementation of the Safe Care module.

Appendix 1 April 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	87.76%	116.33%	109.95%	114.76%	107.20%		
Surgery							
Balmoral	101.60%	166.80%	102.30%	133.50%	126.05%	8.1	6
Chalkwell SAU	91.20%	145.50%	89.60%	136.80%	115.78%	12.5	6
Hockley	103.00%	115.70%	90.60%	116.50%	106.45%	5.8	1
Southbourne	82.30%	128.30%	104.30%	115.90%	107.70%	6.3	1
Stambridge	108.30%	97.80%	97.60%	136.60%	110.08%		1
Medicine							
AMS	87.30%	142.10%	96.80%	112.10%	109.58%	12.8	
Blenheim	90.90%	161.20%	75.70%	114.80%	110.65%	6.3	2
CCU Hopkins	92.50%	137.10%	80.40%	121.90%	107.98%	9.4	
Eleanor Hobbs	95.20%	108.90%	102.50%	110.30%	104.23%	6.4	
Estuary OPAS	120.10%	246.40%	96.50%	174.90%	159.48%	8.8	10
Princess Anne	94.50%	108.10%	102.00%	125.10%	107.43%	7.1	
Stroke Unit	93.70%	130.60%	96.90%	134.70%	113.98%	9.1	11
Windsor	91.40%	123.00%	92.40%	122.60%	107.35%	7.3	
Respiratory Unit	95.50%	99.70%	89.40%	92.30%	94.23%	12.4	1
Diagnostic & Therapeutic							
Elizabeth Loury	80.23%	126.60%	110.16%	117.64%	108.66%	8.2	
Bedwell	78.30%	102.50%	80.00%	173.00%	108.45%	7.5	
Musculoskeletal					0.00%		
Castlepoint	84.30%	120.80%	77.40%	174.70%	114.30%	7.4	
Shopland	85.40%	107.80%	99.50%	106.70%	99.85%	7.2	
Theatres & Anaesthetics							
Critical Care	99.33%	107.56%	91.42%	81.48%	94.95%	30.2	
Women & Children							
Eastwood	94.40%	98.30%	65.70%	200.00%	114.60%	8.0	
Neptune	107.20%	145.00%	81.80%	96.70%	107.68%	19.2	
Neonatal Unit **	145.70%	146.40%	129.10%	123.30%	136.13%	24.0	
Margaret Broom 1	156.10%	239.70%	83.30%	93.30%	143.10%	31.0	
Margaret Broom 2	71.00%	97.90%	75.70%	98.60%	85.80%	9.4	

Appendix 2 May 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	90.99%	121.29%	99.94%	120.43%	108.16%		
Surgery							
Balmoral	97.40%	111.20%	100.00%	83.80%	98.10%	8.5	6
Chalkwell SAU	88.50%	83.00%	79.00%	101.90%	88.10%	11.9	
Hockley	94.00%	117.60%	98.80%	108.60%	104.75%	6.1	1
Southbourne	84.40%	126.60%	103.00%	120.60%	108.65%	6.9	
Stambridge	98.10%	84.30%	96.20%	102.10%	95.18%	8.0	1
Medicine							
AMS	91.70%	89.40%	95.70%	84.90%	90.43%	14.0	
Blenheim	88.80%	120.20%	99.70%	115.10%	105.95%	6.5	2
CCU Hopkins	84.20%	130.10%	82.50%	99.20%	99.00%	8.8	
Eleanor Hobbs	94.40%	122.10%	104.20%	112.90%	108.40%	6.8	
Estuary OPAS	95.20%	121.90%	103.20%	113.30%	108.40%	8.0	
Princess Anne	85.60%	109.60%	101.90%	124.30%	105.35%	7.3	
Stroke Unit	99.50%	119.00%	99.10%	121.40%	109.75%	8.9	11
Windsor	86.00%	107.60%	93.40%	107.20%	98.55%	6.9	
Respiratory Unit	100.50%	100.10%	92.60%	93.40%	97.00%	12.9	1
Diagnostic & Therapeutic							
Elizabeth Loury	87.00%	105.10%	95.00%	133.60%	105.18%	8.5	
Bedwell	90.20%	99.10%	111.10%	167.70%	117.03%	7.5	
Musculoskeletal							
Castlepoint	88.70%	117.10%	104.30%	132.80%	110.73%	7.5	
Shopland	90.20%	108.30%	101.40%	108.80%	102.18%	7.3	
Theatres & Anaesthetics							
Critical Care	81.20%	97.30%	86.90%	76.70%	85.53%	31.9	
Women & Children							
Eastwood	98.60%	90.90%	100.00%	98.40%	96.98%	8.8	
Neptune	99.00%	143.10%	91.50%	93.50%	106.78%	17.3	
Neonatal Unit*	116.70%	153.60%	105.20%	138.70%	128.55%	17.5	
Margaret Broom 1	102.30%	110.20%	92.80%	58.10%	90.85%	31.6	
Margaret Broom 2	85.60%	85.50%	89.60%	96.80%	89.38%	9	

Appendix 3 June 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	87.30%	162.50%	95.78%	121.90%	116.87%		
Surgery							
Balmoral	101.30%	108.80%	113.30%	107.20%	107.65%	7.3	6
Chalkwell SAU	76.60%	135.90%	77.20%	137.10%	106.70%	10.6	
Hockley	98.00%	99.70%	98.90%	104.60%	100.30%	5.9	
Southbourne	88.30%	105.10%	101.80%	110.70%	101.48%	6.2	
Stambridge	104.80%	82.90%	91.50%	108.20%	96.85%	8.1	1
Medicine							
AMS	96.70%	137.50%	95.00%	130.90%	115.03%	13.4	
Blenheim	79.10%	125.40%	99.30%	114.80%	104.65%	6.2	2
CCU Hopkins	94.70%	104.70%	83.80%	99.20%	95.60%	8.8	
Eleanor Hobbs	81.20%	113.30%	99.70%	110.90%	101.28%	6.3	
Estuary OPAS	117.30%	105.90%	102.80%	106.40%	108.10%	8.0	
Princess Anne	86.00%	92.30%	104.30%	112.90%	98.88%	6.7	
Stroke Unit	83.00%	94.50%	84.90%	111.10%	93.38%	8.9	8
Windsor	80.40%	100.60%	91.30%	101.10%	93.35%	6.3	
Respiratory Unit	94.10%	97.00%	82.90%	95.10%	97.00%	12.2	
Diagnostic & Therapeutic							
Elizabeth Loury	81.30%	93.50%	86.80%	106.70%	92.08%	7.2	
Bedwell	82.60%	97.50%	79.00%	160.00%	104.78%	7.2	
Musculoskeletal							
Castlepoint	83.80%	97.00%	76.40%	113.90%	92.78%	6.7	
Shopland	82.30%	96.50%	99.30%	101.90%	95.00%	7.6	
Theatres & Anaesthetics							
Critical Care	98.00%	113.20%	89.20%	167.70%	117.03%	39.5	
Women & Children							
Eastwood	106.70%	104.40%	93.30%	111.70%	104.03%	8.7	
Neptune	98.70%	134.90%	94.40%	91.70%	104.93%	17.8	
Neonatal Unit*	86.20%	79.70%	97.80%	79.20%	85.73%	10.4	
Margaret Broom 1	96.90%	82.90%	80.80%	94.40%	88.75%	25.7	
Margaret Broom 2	95.70%	93.80%	80.80%	92.50%	90.70%	7.9	