

Meeting: Finance and Performance Committee

Date: 24th September 2015

Agenda Item: 7

Monthly report on Nurse levels for July and August 2015

Key Risks -

Clinical: The delivery of safe, high quality care is a fundamental to objective of the Trust. This paper reports on the shift by shift information required as part of the “Hard Truths”	Business: Failure to deliver on safe, high quality care may impact on the hospital of choice.
Environmental:	Finance and Performance: Failure to deliver on safe, high quality care may impact on the hospital of choice.
Reputation: Failure to deliver high quality care may impact on reputation.	Legal:
Resource Required:	

Cross Reference to Trust Strategic Priorities and Objectives:

Legal and Regulatory Implications/Equality and Diversity issues:

Recommendation

The Patient Safety and Quality Committee are asked to note the shift by shift information

Requested Action

None

Summary

This paper is the monthly report of the nurse staffing levels on a shift by shift basis for the planned and actual staffing levels. This paper outlines the trust’s position on the mandatory submission for nursing fill rates to the Department of Health via UNIFY, highlighting key areas of risk and the mitigation taken at directorate level.

1. Introduction

The purpose of the paper is to outline the nursing staffing fill rates for the period of 1st July to August 31st and highlight the key areas of risk and mitigation taken throughout this period. This report meets the requirements of National Quality Board and expectations delivered to Trusts in December 2013. The data captures actual versus planned staffing on an hourly basis for day and night shifts.

2. Trust Position.

The trust successfully uploaded the July and August unify data within the requested time frame from the TDA. Appendix 1 and 2 show the unify return for July and August. In order to enable an overview of the actual against planned a summary table is detailed in table 1 for July and table 2 for August. The tables include the reasons, the impact and the actions which have been taken to address the staffing deficit and support quality, safety and patient experience.

Table 1 July unify upload summary

	Day		Night		Reasons	Impact	Actions taken to address the gap
July 2015							
Ward Unit	Average Fill Rate RN %	Average Fill Rate HCA %	Average Fill Rate RN %	Average Fill Rate Care Staff %			
Phoenix Ward E122	103.3%	93.4%	97.3%	232.6%			
Heybridge Ward A303	106.4%	105.2%	131.2%	112.9%			
Rayne Ward A304	91.3%	139.1%	98.4%	162.9%			
Goldhanger Ward E222	88.2%	105.7%	108.0%	128.2%	Vacancies as newly opened medical ward	Safe care	Recruitment plan to address vacancies Sr covering shifts although FSR shows as admin shift
Notley Ward E223	93.3%	116.2%	95.8%	156.3%			
Lister Ward C451	97.1%	117.2%	96.8%	164.3%			
John Ray Ward E323	87.0%	98.9%	98.2%	77.1%	Vacancies additional beds open which cannot always be covered	safe	Recruitment plan to address vacancies by November.
ESS Ward A205	112.3%	118.5%	114.3%	198.5%			

EAU Ward A204	93.4%	98.6%	104.2%	108.7%			
General Intensive Care Unit E226	90.7%	73.1%	97.1%	73.6%	HCA's not always required on the shift although planned in the FSR	Safe care	Temporary staff booked as required.
MH DU Ward A211	89.2%	#DIV/0!	96.8%	#DIV/0!	This is activity and dependency related. Staff are matched to patient requirement	Safe care	Recruiting to established vacant posts
Danbury Ward A302	103.6%	123.9%	98.1%	141.8%			
Terling Ward A305	92.6%	117.1%	100.1%	127.0%			
Baddow Ward C250	87.2%	126.5%	97.9%	181.3%	Vacant posts	Safe care	Recruitment plan to address vacancies Sr covering shifts although FSR shows as admin shift
Braxted Ward C251	88.1%	156.6%	98.9%	193.4%	Vacant posts	Safe	Recruitment plan to address vacancies Sr covering shifts although FSR shows as admin shift
Felsted (A207)	85.7%	88.2%	97.1%	98.4%	Vacant posts	Safe care	Recruitment

							plan to address vacancies due to the increase in the late shift RN, Sr covering shifts although FSR shows as admin shift
Stroke Unit E125	87.8%	100.4%	97.7%	109.8%	Vacant posts	Safe care	Recruitment plan to address vacancies Sr covering shifts although FSR shows as admin shift
Burns ITU E220	81.3%	73.8%	85.4%	96.9%	This is activity and dependency related. Staff are matched to patient requirement	Safe care	Base workforce recruited to and supplemented with temporary staff as required
Burns Adult Ward E221	97.3%	104.1%	121.1%	98.4%	This is activity and dependency related. Staff are matched to patient requirement	Safe care	HCA post recruited into Recruiting for vacant RN posts
Burns Children Ward E225	93.7%	151.4%	100.0%	0.0%	This is activity	Safe care	Recruiting into

					and dependency related. Staff are matched to patient requirement		posts. Night duty has 2 RSCNs on duty with No HCA support rostered
Stock Ward E320	90.7%	88.6%	103.0%	135.2%	Sickness and vacancies	Safe care	Recruiting into vacant posts and managing sickness
Billericay Ward E321	73.8%	89.5%	87.6%	101.4%	Additional planned shifts for patient dependency reasons, which are only filled as required by patient dependency	Safe	None
Birthing Unit A402	74.4%	1.4%	93.8%	3.5%	Long term sickness vacancy and annual leave in small establishment	Safe	Move staff around the maternity unit as required
A4.4 Neonatal Unit (WF 405)	86.0%	51.6%	80.0%	87.1%	This is activity and dependency related. Staff	Safe care	None required

					are matched to patient requirement		
A4.3 Postnatal Ward (WF404)	105.1%	86.9%	104.6%	106.3%	HCA's are managed across the whole maternity unit, funding sits within the delivery suite establishment	Safe care	Staff moved around flexibly
Delivery Suite/Labour Ward A402	91.5%	159.6%	104.9%	193.0%	HCA's are managed across the whole maternity unit, funding sits within the delivery suite establishment	Safe care	Staff moved around flexibly
St Peters Maternity	107.5%	85.3%	102.0%	111.4%	HCA's are managed across the whole maternity unit, funding sits within the delivery suite establishment	Safe care	Staff moved around flexibly
WJC Maternity	100.4%	103.5%	109.1%	112.4%		Unit closed in a	

						planned way for 3 nights, red flag issue	
Mayflower (BADB)	94.1%	85.1%	119.2%	89.9%	Vacancies	Safe care	Recruiting to vacant posts
Gosfield (EACD)	100.7%	74.2%	111.6%	90.3%	Vacancy and sickness	Safe care	Recruiting to vacant posts
SEW (GBBK)	88.3%	81.8%	99.0%	96.8%	This is activity related. Staff are matched to patient requirement	Safe care	Recruiting to vacant posts

Table 2 August unify summary

	Day		Night		Reasons	Impact	Actions taken to address the gap
August 2015							
Ward Unit	Average Fill Rate RN %	Average Fill Rate HCA %	Average Fill Rate RN %	Average Fill Rate Care Staff %			
Phoenix Ward E122	95.5%	84.9%	96.7%	203.9%	vacancies	Safe care	Establishment being reviewed using RCN guidance
Heybridge Ward A303	87.0%	89.6%	99.2%	92.1%	Vacancies	Safe care	Recruitment plan in place
Rayne Ward A304	91.4%	147.4%	97.6%	156.5%			
Goldhanger Ward E222	81.4%	95.7%	107.0%	132.8%	Vacancies as newly opened medical ward	Safe care	Recruitment plan to address vacancies Sr covering shifts although FSR shows as admin shift
Notley Ward E223	86.8%	125.0%	91.5%	159.6%	Vacancies	Safe care	Recruitment plan in place, staff are moved around the unit to provide safe care
Lister Ward C451	94.6%	145.8%	97.8%	232.1%			
John Ray Ward E323	93.4%	90.4%	100.5%	77.4%	Vacancies additional beds open	Safe care	Recruitment plan to address vacancies by November

					which cannot always be covered		
ESS Ward A205	109.0%	109.1%	116.8%	193.9%			
EAU Ward A204	83.9%	93.7%	99.8%	107.5%	Charged the number of staff on duty and will amend the FSR now that this has been tested	Safe care	
General Intensive Care Unit E226	86.9%	69.3%	94.8%	54.8%	HcAs not always required on the shift although planned in the FSR	Safe care	Temporary staff booked as required
MH DU Ward A211	89.5%	0	98.4%	0	This is activity and dependency related. Staff are matched to patient requirement	Safe care	This is activity and dependency related. Staff are matched to patient requirement
Danbury Ward A302	85.5%	104.4%	98.3%	118.5%	Vacant posts	Safe	Recruitment plan to address vacancies Sr covering shifts although FSR shows as admin shift
Terling Ward A305	88.4%	111.1%	99.3%	138.7%	Vacant posts	Safe	Recruitment plan to

							address vacancies Sr covering shifts although FSR shows as admin shift
Baddow Ward C250	93.8%	121.2%	97.8%	150.2%			
Braxted Ward C251	88.3%	134.8%	100.0%	164.5%	Vacant posts	Safe	Recruitment plan to address vacancies Sr covering shifts although FSR shows as admin shift
Felsted (A207)	83.7%	98.3%	95.7%	99.9%	Vacant posts	Safe care	Recruitment plan to address vacancies due to the increase in the late shift Rn, Sr covering shifts although FSR shows as admin shift
Stroke Unit E125	83.3%	103.5%	94.6%	109.5%	Vacant posts	Safe care	Recruitment plan to address vacancies Sr covering shifts although FSR shows as admin shift
Burns ITU E220	93.6%	69.1%	98.8%	100.0%	This is activity and dependency related. Staff are matched to patient requirement	Safe care	Base workforce recruited to and supplemented with temporary staff as required
Burns Adult Ward E221	111.0%	96.9%	132.4%	91.8%	This is activity and	Safe care	HCA post recruited into Recruiting for vacant RN

					dependency related. Staff are matched to patient requirement		posts
Burns Children Ward E225	83.2%	133.3%	82.3%	0.0%	This is activity and dependency related. Staff are matched to patient requirement	Safe care	Recruiting into posts
Stock Ward E320	89.8%	99.8%	102.3%	109.4%	Sickness and vacancies	Safe care	Recruiting into vacant posts and managing sickness
Billericay Ward E321	104.1%	86.9%	85.7%	97.5%	Additional planned shifts for patient dependency reasons, which are only filled as required by patient dependency	Safe care	None
Birthing Unit A402	76.3%	84.9%	88.6%	107.3%	Long term sickness vacancy and annual leave	Safe	Move staff around the maternity unit

					in small establishment		
A4.4 Neonatal Unit (WF 405)	83.5%	74.2%	76.8%	83.9%	This is activity and dependency related. Staff are matched to patient requirement	Safe care	None required
A4.3 Postnatal Ward (WF404)	97.5%	42.5%	104.4%	110.6%	HCA's are managed across the whole maternity unit, funding sits within the delivery suite establishment	Safe care	Staff are moved around the unit
Delivery Suite/Labour Ward A402	92.7%	169.8%	103.4%	107.3%	HCA's are managed across the whole maternity unit, funding sits within the delivery suite establishment	Safe care	Staff are moved around the unit
St Peters Maternity	111.6%	84.7%	100.7%	108.1%	HCA's are managed across the whole maternity	Safe care	Staff are moved around the unit

					unit, funding sits within the delivery suite establishment		
WJC Maternity	92.8%	100.3%	94.9%	108.2%			
Mayflower (BADB)	94.4%	84.8%	116.5%	93.6%	vacancies	Safe care	Recruiting to posts
Gosfield (EACD)	93.3%	74.0%	109.1%	100.0%	Vacancies & sickness	Safe care	Recruited to posts
SEW (GBBK)	86.1%	81.3%	100.1%	98.3%	This is activity related. Staff are matched to patient requirement	Safe care	Recruiting to vacant posts

The majority of fill rates for nursing and care staff were above 80% (Appendix 1 & 2).

In July 2015 16wards reported staffing fill rates below 90 %.In August 20 wards reported staffing fill rates of below 90%. This excludes GICU/GHDU and neonatalunit,who have reported low fill rates of unregistered support staff, as this resource is not essential to provide safe staffing levels within these acute units, and generally reflects the patient activity requirements.

Each ward has been reviewed with the Associate Chief Nurse (or representative) within each directorate to provide mitigation to areas where a shortfall was identified. In areas where there are high levels of HCSW numbers this is due to specials. This will decrease in the future as the Enhanced Support Assistants begin work. 5 are in post and another 3 are commencing in October.

3. Wards reporting above 100%

3.1 July

8 out of 28 wards (28%) reported over 100% fill rate of Registered Nurses within the day compared with 13 wards at night (46%). The incident of HCSWs fill above 100% was significantly more within the night duty period. On day duty there were 15 out of 28 wards with excess of 100% (53 %) compared to 19 out of 28 (68%) in the night.

3.2 August

4 out of 28 wards (14%) reported over 100% fill rate of Registered Nurses within the day compared with 11 wards at night (39%). The incident of HCSWs fill above 100% was significantly more within the night duty period. On day duty there were 12 out of 28 wards with excess of 100% (43 %) compared to 18 out of 28 (64 %) in the night.

The following reasons are attributable to this.

- Submission of data includes additional duties that have been added over and above the ward establishment. This includes specials, increased capacity and increased acuity.
- Some identified wards require additional duties depending on the needs of the individual
- It has been identified during this period that some wards planned hours (reflected in the FSR) does not match with the amount of staff the ward is actually using (irrespective of 1:1 special requests). The new Project Lead for health roster is beginning the work of roster review to ensure financial resource is matching expected service delivery.
- As part of the V10 update all MAPS templates are being reviewed against budgeted establishment and FSRs to ensure an accurate picture of fill rates
- It is easier to fill night duty shifts with temporary staff than day duty shifts and explains the higher numbers of wards with more than 100% fill on night duty

4. Incident reports and red flags

In July 2015, there were 30 Incidents reported with the category 'Staffing Issues'. 25 incidents fall within the red flag criteria. These caused no harm to the patient or the incident has been classified as a near miss. 1 incident was recorded with a moderate harm where the patient sustained a fractured neck of femur. This was declared an SI and found by the Falls Panel to be an unavoidable fall.

	July 2015	August 2015
Incidents reported where the category was 'Staffing Issues'	30	27
Red Flag (where staffing issues or skill mix was a contributing factor)	25	26
Of those the degree of harm:		
Near miss	2	10
No injury	21	13
Minor harm	1	3
Moderate	1	0

In August 2015, there were 27 Incidents reported with the category 'Staffing Issues'. 26 incidents fall within the red flag criteria. The majority were near miss incidents or caused no or minor harm to the patient.

The daily staffing meetings are now including a review of the datixs which have been raised over the previous 24 hour period during the week, and the 72 hour period on a Monday, or Tuesday following a bank holiday weekend.

4.1 Triangulation with harms ward areas with less than 90% staffing

The tables below show the harms for the areas which have incidence of less than 90% staffing.

Jul-15	MINOR (e.g. very small skin tear/bruise)	MODERATE (fracture/large bleed)	NEAR MISS/POTENTIAL HARM	NO INJURY	Total
Accident & Emergency	0	0	0	3	3
Accommodation	0	0	0	1	1
Baddow Ward - C2.1 - C250	1	0	0	0	1
Bed Management Centre	0	0	0	1	1
Braxted Ward - C2.2 - C251	0	0	0	1	1
Danbury Ward - A3.1 - A302	0	0	1	0	1
Emergency Short Stay - A207	0	0	0	2	2
Goldhanger Ward - E2.3 - E222	0	1	0	4	5
Gosfield Ward	0	0	1	1	2
Labour Ward - A4.1 - A402	0	0	0	1	1
Maple Ward - Maternity	0	0	0	1	1
Maternity Surgery	0	0	0	3	3
Medical Emergency Ward	0	0	0	1	1
Rayne Ward - A3.3 - A304	0	0	0	2	2
Total	1	1	2	21	25

Aug-15	MINOR (e.g. very small skin tear/bruise)	NEAR MISS/POTENTIAL HARM	NO INJURY	Total
Adult Burns Unit - E2.2 - E221	0	1	0	1
Antenatal Day Assessment Unit - A4.3 - A404	0	2	1	3
Bank Office	0	1	0	1
Birthing Unit	0	0	3	3
Braxted Ward - C2.2 - C251	0	1	0	1
Burns ITU - E2.1 - E220	0	1	1	2
Emergency Assessment Unit - A204	0	0	1	1
Goldhanger Ward - E2.3 - E222	1	0	1	2
Gosfield Ward	0	2	0	2
Labour Ward - A4.1 - A402	0	1	0	1
Notley Ward - E2.4 - E223	2	0	0	2
Plastics Surgery	0	0	1	1
Postnatal Ward - A4.4 - A405	0	0	1	1
Rayne Ward - A3.3 - A304	0	1	1	2
Stroke Unit - E1.2 - E125	0	0	3	3
Total	3	10	13	26

5. Recruitment update

- 0 nurses from Overseas Recruitment Project commenced employment in July and August
- 18 registered nurses were recruited into posts in July and August from local recruitment
- 18 HCSW commenced employment from local recruitment

The Trust has attended 2 significant recruitment events. The first was the open day for university student nurses who qualify in March 2016. This was held at ARU. In future The Trust will work with the university and other Essex trusts to run a larger recruitment event where students from universities can apply to a number of trusts.

The Trust attended the RCN jobs fair in London on September 10 and 11. This has been well evaluated as there were a high number of nurses who completed contact cards.

They are being followed up to inform them of the vacancies which they could apply for.

5.1 Italy/Portugal recruitment

The Trust went to Italy in May and recruited 9 trained nurses who are expected to join the Trust in October. The recruitment trip to Portugal in July 2015 anticipates the start date of November for these 28 new recruits.

The trust has sent a team to Italy week commencing 14th September to recruit for the winter pressures ward. They have offered 12 candidates posts. The company is refining their plan as they were expected to recruit 30 nurses. This shows the intensity of recruitment activity within Europe, as many trusts are now recruiting from a diminishing pool in Europe. The company is also detailing plans for further Skype and recruitment trips to ensure that 80 nurses are recruited to support the Trust.

5.2 International recruitment

The Trust has invested in international nurse recruitment and the previous NMC route for international nurses wishing to join the UK was to have the ILETs (English language) test at a score of 7.5, to have a decision letter from the NMC which articulated how long and in some cases the specific aspects which were required to be covered as part of their Overseas Nurses programme. The nurses who have been recruited over the last 18 months are now gaining their NMC registration and it is anticipated that the following numbers will gain their registration as detailed below:

Month	Number anticipated to be receiving NMC Registration	Number who actually received NMC registration
August	5	3
September	21	
October	5	
November	2	
December	7	
January	3	

The international nurses who are joining the Trust through this route are now taking an OSCE once they have passed an on line competency assessment. This means that once international nurses have completed their OSCE along with a period of familiarization they will be able to join the NMC register as a qualified nurse without going through the Overseas Nurses education programme which is approximately 6 months.

5.3 Monitor/TDA Nurse agency rules

The Trust nursing recruitment plans are important for many reasons not least patient and staff experience. The TDA/Monitor consulted in August on a short timescale to address the issue of the agency cap which had been announced earlier in the summer. We provided a detailed response to the issues which included local agreement of agency rates and the cessation of using off framework agencies. On September 1st the TDA/Monitor published a set of nursing agency rules. This included the setting on an agency ceiling of 12% agency staff as part of our qualified workforce by quarter 3 and through to quarter 4. It also sets out that Mid Essex Hospitals should reduce agency usage to 10% by the end of 16/17, to 8% by the end of 17/18 and to 6% by the end of 18/19. The trust is currently using 17% of its qualified workforce through agencies and therefore the ceiling is challenging. We are required to submit our ceiling information on September 14th. The overseas nurses information has been taken into account however will not be compliant with the target figure of 12% until the end of quarter 4 2015/16. We are also confirming that we require the opportunity to go to non framework agencies for our emergency department, Burns ITU and the winter pressures ward.

Next Steps

The trust board is asked to;

- Note the monthly submission of nurse staffing data for July and August 2015

- Note the areas below 90% and the mitigations and steps taken to address staffing shortfalls

Authors

Lyn Hinton, Acting Chief Nurse
September 2015

APPENDIX 1 (July 2015unify upload)

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				
R08L0	Broomfield Hospital - R08L0	Phoenix Ward E122	420 - PAEDIATRICS		2970.11	3068.79	1481.36	1383.75	1638.57	1594.50	310.00	721.00	103.3%	93.4%	97.3%	232.6%
R08L0	Broomfield Hospital - R08L0	Heybridge Ward A303	100 - GENERAL SURGERY		2265.21	2410.26	1348.50	1418.51	883.50	1159.00	589.00	665.00	106.4%	105.2%	131.2%	112.9%
R08L0	Broomfield Hospital - R08L0	Rayne Ward A304	101 - UROLOGY	100 - GENERAL SURGERY	2398.07	2190.50	1395.00	1940.42	1178.00	1159.50	589.00	959.50	91.3%	139.1%	98.4%	162.9%
R08L0	Broomfield Hospital - R08L0	Goldhanger Ward E222	120 - ENT	140 - ORAL SURGERY	1736.00	1532.00	1736.00	1834.27	883.50	954.00	589.00	755.00	88.2%	105.7%	108.0%	128.2%
R08L0	Broomfield Hospital - R08L0	Notley Ward E223	110 - TRAUMA & ORTHOPAEDICS	300 - GENERAL MEDICINE	1902.07	1774.00	1569.93	1825.00	883.50	846.00	589.00	920.50	93.3%	116.2%	95.8%	156.3%
R08L0	Broomfield Hospital - R08L0	Lister Ward C451	110 - TRAUMA & ORTHOPAEDICS		1302.00	1264.67	1100.50	1289.50	883.50	855.00	294.50	484.00	97.1%	117.2%	96.8%	164.3%
R08L0	Broomfield Hospital - R08L0	John Ray Ward E323	110 - TRAUMA & ORTHOPAEDICS		1736.00	1510.58	1534.50	1518.00	883.50	867.25	589.00	454.00	87.0%	98.9%	98.2%	77.1%
R08L0	Broomfield Hospital - R08L0	ESS Ward A205	300 - GENERAL MEDICINE		1968.50	2210.50	1736.00	2057.96	883.50	1010.00	589.00	1169.30	112.3%	118.5%	114.3%	198.5%
R08L0	Broomfield Hospital - R08L0	EAU Ward A204	300 - GENERAL MEDICINE	100 - GENERAL SURGERY	2637.21	2463.08	2373.71	2341.00	2170.00	2262.00	1550.00	1685.33	93.4%	98.6%	104.2%	108.7%
R08L0	Broomfield Hospital - R08L0	General Intensive Care Unit E226	192 - CRITICAL CARE MEDICINE		4156.21	3768.00	372.00	272.02	3255.00	3160.50	325.50	239.50	90.7%	73.1%	97.1%	73.6%
R08L0	Broomfield Hospital - R08L0	MHDU Ward A211	192 - CRITICAL CARE MEDICINE		1612.00	1438.50	0.00	12.00	1302.00	1260.00	0.00	73.50	89.2%	-	96.8%	-
R08L0	Broomfield Hospital - R08L0	Danbury Ward A302	301 - GASTROENTEROLOGY	370 - MEDICAL ONCOLOGY	1902.07	1970.25	1736.00	2151.00	883.50	866.50	883.50	1252.50	103.6%	123.9%	98.1%	141.8%
R08L0	Broomfield Hospital - R08L0	Torling Ward A305	300 - GENERAL MEDICINE	320 - CARDIOLOGY	2170.00	2008.50	1736.00	2033.00	883.50	884.50	673.14	855.00	92.6%	117.1%	100.1%	127.0%
R08L0	Broomfield Hospital - R08L0	Boddow Ward C250	300 - GENERAL MEDICINE		1798.00	1566.98	1736.00	2196.66	883.50	865.00	589.00	1068.00	87.2%	126.5%	97.9%	181.3%
R08L0	Broomfield Hospital - R08L0	Braxted Ward C251	300 - GENERAL MEDICINE		1798.00	1584.00	1736.00	2718.50	883.50	874.00	589.00	1139.00	88.1%	156.6%	98.9%	193.4%
R08L0	Broomfield Hospital - R08L0	Felsted (A207)	300 - GENERAL MEDICINE	340 - RESPIRATORY MEDICINE	1769.21	1516.50	1302.00	1149.00	883.50	858.25	589.00	579.50	85.7%	88.2%	97.1%	98.4%
R08L0	Broomfield Hospital - R08L0	Stroke Unit E125	300 - GENERAL MEDICINE	430 - GERIATRIC MEDICINE	1700.57	1492.42	1302.00	1307.00	883.50	863.25	589.00	646.50	87.8%	100.4%	97.7%	109.8%
R08L0	Broomfield Hospital - R08L0	Burns ITU E220	160 - PLASTIC SURGERY		3224.00	2619.50	633.29	467.26	2604.00	2224.50	325.50	315.50	81.3%	73.8%	85.4%	96.9%
R08L0	Broomfield Hospital - R08L0	Burns Adult Ward E221	160 - PLASTIC SURGERY		1612.00	1568.50	620.00	645.50	651.00	788.50	651.00	640.50	97.3%	104.1%	121.1%	98.4%
R08LJ	St Peter's Hospital - R08LJ	Burns Children Ward E225	160 - PLASTIC SURGERY		837.00	784.50	403.00	610.26	651.00	651.00	186.00	0.00	93.7%	151.4%	100.0%	0.0%
R08L0	Broomfield Hospital - R08L0	Stock Ward E320	160 - PLASTIC SURGERY		2167.79	1966.75	1209.00	1071.50	1488.00	1532.75	325.50	440.00	90.7%	88.6%	103.0%	135.2%
R08L0	Broomfield Hospital - R08L0	Billericay Ward E321	160 - PLASTIC SURGERY		1970.71	1454.00	1162.50	1040.50	1139.25	998.50	651.00	660.00	73.8%	89.5%	87.6%	101.4%
R08L0	Broomfield Hospital - R08L0	Birthing Unit A402	501 - OBSTETRICS		1162.50	865.01	387.50	5.50	682.00	640.00	341.00	12.00	74.4%	1.4%	93.8%	3.5%
R08L0	Broomfield Hospital - R08L0	A4.4 Neonatal Unit (WF 405)	420 - PAEDIATRICS		2037.14	1751.50	356.50	184.00	2037.14	1629.00	356.50	310.50	86.0%	51.6%	80.0%	87.1%
R08L0	Broomfield Hospital - R08L0	A4.3 Postnatal Ward (WF404)	501 - OBSTETRICS		1162.50	1221.67	775.00	673.77	1023.00	1070.00	682.00	725.25	105.1%	86.9%	104.6%	106.3%
R08L0	Broomfield Hospital - R08L0	Delivery Suite/Labour Ward A402	501 - OBSTETRICS		2858.64	2614.94	387.50	618.33	2387.00	2504.75	341.00	658.00	91.5%	159.6%	104.9%	193.0%
R08LJ	St Peter's Hospital - R08LJ	St Peters Maternity	501 - OBSTETRICS		1428.21	1535.13	651.00	555.50	341.00	347.70	310.00	345.30	107.5%	85.3%	102.0%	111.4%
R08LK	William Julian Courtald Hospital - R08LK	WJC Maternity	501 - OBSTETRICS		1428.21	1433.75	538.07	556.76	341.00	372.00	310.00	348.50	100.4%	103.5%	103.1%	112.4%
R08L0	Broomfield Hospital - R08L0	Mayflower (BADB)	160 - PLASTIC SURGERY		1795.79	1690.50	976.50	830.84	775.00	924.00	651.00	585.00	94.1%	85.1%	119.2%	83.9%
R08L0	Broomfield Hospital - R08L0	Gosfield (EACD)	502 - GYNAECOLOGY		1594.29	1605.00	797.14	591.50	757.29	845.50	294.50	266.00	100.7%	74.2%	111.6%	90.3%
R08L0	Broomfield Hospital - R08L0	SEW (GBBK)	100 - GENERAL SURGERY		1860.00	1641.50	1395.00	1140.50	883.50	874.50	589.00	570.00	88.3%	81.8%	99.0%	96.8%

APPENDIX 2 (August unify 2105 upload)

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				
RQ8L0	Broomfield Hospital - RQ8L0	Phoenix Ward E122	420 - PAEDIATRICS		2,970	2837.94	1,481	1257.00	1,639	1583.97	310	632.00	35.5%	84.3%	36.7%	203.3%
RQ8L0	Broomfield Hospital - RQ8L0	Heybridge Ward A303	100 - GENERAL SURGERY		2,637	2346.25	1,581	1416.96	1,178	1168.50	589	542.50	87.0%	89.6%	93.2%	92.1%
RQ8L0	Broomfield Hospital - RQ8L0	Rayne Ward A304	101 - UROLOGY	100 - GENERAL SURGERY	2,398	2192.75	1,395	2056.08	1,178	1149.50	589	921.50	31.4%	147.4%	37.6%	156.5%
RQ8L0	Broomfield Hospital - RQ8L0	Goldhanger Ward E222	120 - ENT	140 - ORAL SURGERY	1,736	1413.77	1,736	1661.50	884	945.00	589	782.00	81.4%	95.7%	107.0%	132.8%
RQ8L0	Broomfield Hospital - RQ8L0	Notley Ward E223	110 - TRAUMA & ORTHOPAEDICS	300 - GENERAL MEDICINE	1,969	1709.00	1,504	1879.67	884	808.50	589	940.00	86.8%	125.0%	91.5%	159.6%
RQ8L0	Broomfield Hospital - RQ8L0	Lister Ward C451	110 - TRAUMA & ORTHOPAEDICS		1,302	1231.26	1,101	1604.00	884	864.50	295	683.50	34.6%	145.8%	37.8%	232.1%
RQ8L0	Broomfield Hospital - RQ8L0	John Ray Ward E323	110 - TRAUMA & ORTHOPAEDICS		1,736	1621.31	1,535	1387.00	884	887.50	589	456.00	33.4%	30.4%	100.5%	77.4%
RQ8L0	Broomfield Hospital - RQ8L0	ESS Ward A205	300 - GENERAL MEDICINE		1,969	2145.00	1,736	1894.25	884	1032.00	589	1142.00	109.0%	109.1%	116.8%	193.3%
RQ8L0	Broomfield Hospital - RQ8L0	EAU Ward A204	300 - GENERAL MEDICINE	100 - GENERAL SURGERY	2,637	2213.50	2,374	2223.73	2,170	2166.50	1,550	1667.00	83.3%	93.7%	93.8%	107.5%
RQ8L0	Broomfield Hospital - RQ8L0	General Intensive Care Unit E226	192 - CRITICAL CARE MEDICINE		4,156	3612.27	372	257.76	3,255	3084.75	326	178.50	86.3%	63.3%	34.8%	54.8%
RQ8L0	Broomfield Hospital - RQ8L0	MHDU Ward A211	192 - CRITICAL CARE MEDICINE		1,612	1443.00	0	0.00	1,302	1281.75	0	31.50	89.5%	-	38.4%	-
RQ8L0	Broomfield Hospital - RQ8L0	Danbury Ward A302	301 - GASTROENTEROLOGY	370 - MEDICAL ONCOLOGY	2,155	1843.01	1,736	1812.20	884	868.50	884	1046.75	85.5%	104.4%	98.3%	118.5%
RQ8L0	Broomfield Hospital - RQ8L0	Terling Ward A305	300 - GENERAL MEDICINE	320 - CARDIOLOGY	2,170	1917.97	1,736	1928.00	884	877.00	589	817.00	88.4%	111.1%	93.3%	138.7%
RQ8L0	Broomfield Hospital - RQ8L0	Baddow Ward C250	300 - GENERAL MEDICINE		1,736	1629.00	1,736	2104.50	884	864.50	589	884.50	33.8%	121.2%	37.8%	150.2%
RQ8L0	Broomfield Hospital - RQ8L0	Braxted Ward C251	300 - GENERAL MEDICINE		1,736	1532.30	1,736	2340.00	884	883.50	589	969.00	88.3%	134.8%	100.0%	164.5%
RQ8L0	Broomfield Hospital - RQ8L0	Falsted (A207)	300 - GENERAL MEDICINE	340 - RESPIRATORY MEDICINE	1,769	1481.50	1,302	1279.26	884	845.50	589	588.50	83.7%	38.3%	35.7%	39.3%
RQ8L0	Broomfield Hospital - RQ8L0	Stroke Unit E125	300 - GENERAL MEDICINE	430 - GERIATRIC MEDICINE	1,721	1433.56	1,302	1348.00	884	836.00	589	645.00	83.3%	103.5%	34.6%	109.5%
RQ8L0	Broomfield Hospital - RQ8L0	Burns ITU E220	160 - PLASTIC SURGERY		3,197	2992.50	620	428.50	2,604	2574.02	326	325.50	33.6%	63.1%	38.8%	100.0%
RQ8L0	Broomfield Hospital - RQ8L0	Burns Adult Ward E221	160 - PLASTIC SURGERY		1,612	1788.76	620	601.00	651	862.00	651	537.50	111.0%	96.3%	132.4%	31.8%
RQ8LJ	St Peter's Hospital - RQ8LJ	Burns Children Ward E225	160 - PLASTIC SURGERY		837	696.70	403	537.25	651	535.50	186	0.00	83.2%	133.3%	82.3%	0.0%
RQ8L0	Broomfield Hospital - RQ8L0	Stock Ward E320	160 - PLASTIC SURGERY		2,135	1917.26	1,236	1233.00	1,488	1522.50	326	356.00	89.8%	93.8%	102.3%	109.4%
RQ8L0	Broomfield Hospital - RQ8L0	Billericay Ward E321	160 - PLASTIC SURGERY		1,488	1549.00	1,163	1010.00	1,139	976.50	651	634.50	104.1%	86.3%	85.7%	37.5%
RQ8L0	Broomfield Hospital - RQ8L0	Birthing Unit A402	501 - OBSTETRICS		1,163	887.00	388	329.00	682	604.05	341	366.00	76.3%	84.3%	88.6%	107.3%
RQ8L0	Broomfield Hospital - RQ8L0	A4.4 Neonatal Unit (WF 405)	420 - PAEDIATRICS		2,037	1702.00	357	264.50	2,037	1564.00	357	299.00	83.5%	74.2%	76.8%	83.3%
RQ8L0	Broomfield Hospital - RQ8L0	A4.3 Postnatal Ward (WF404)	501 - OBSTETRICS		1,163	1133.50	775	329.00	1023	1068.50	682	754.50	37.5%	42.5%	104.4%	110.6%
RQ8L0	Broomfield Hospital - RQ8L0	Delivery Suite/Labour Ward A402	501 - OBSTETRICS		2,859	2650.53	388	658.00	2387	2468.50	341	366.00	32.7%	163.8%	103.4%	107.3%
RQ8LJ	St Peter's Hospital - RQ8LJ	St Peters Maternity	501 - OBSTETRICS		1,428	1594.50	651	551.50	341	343.50	310	335.00	111.6%	84.7%	100.7%	108.1%
RQ8LK	William Julien Courtauld Hospital - RQ8LK	WJC Maternity	501 - OBSTETRICS		1,428	1325.67	538	539.83	341	323.50	310	335.50	32.8%	100.3%	34.3%	108.2%
RQ8L0	Broomfield Hospital - RQ8L0	Mayflower (BADE)	160 - PLASTIC SURGERY		1,796	1634.50	976.5	828.25	775	903.00	651	609.50	34.4%	84.8%	116.5%	33.6%
RQ8L0	Broomfield Hospital - RQ8L0	Godfield (EACD)	502 - GYNAECOLOGY		1,594	1487.25	797.14	590.00	757.29	826.50	294.5	294.50	33.3%	74.0%	103.1%	100.0%
RQ8L0	Broomfield Hospital - RQ8L0	SEW (GBBK)	100 - GENERAL SURGERY		1,860	1600.76	1,395.00	1134.50	883.5	884.25	589	579.00	86.1%	81.3%	100.1%	38.3%