Monthly Comparisons – Actual Staffing Levels

Month	Registered Nurses			Nursing Assistants			Combined			Skill Mix	
	Planned hours	Actual Hours	%	Planned Hours	Actual Hours	%	Planned Hours	Actual Hours	%	RN	NA
Feb-19	56672	53702	95%	30099	34885	116%	86722	88587	102%	61%	39%
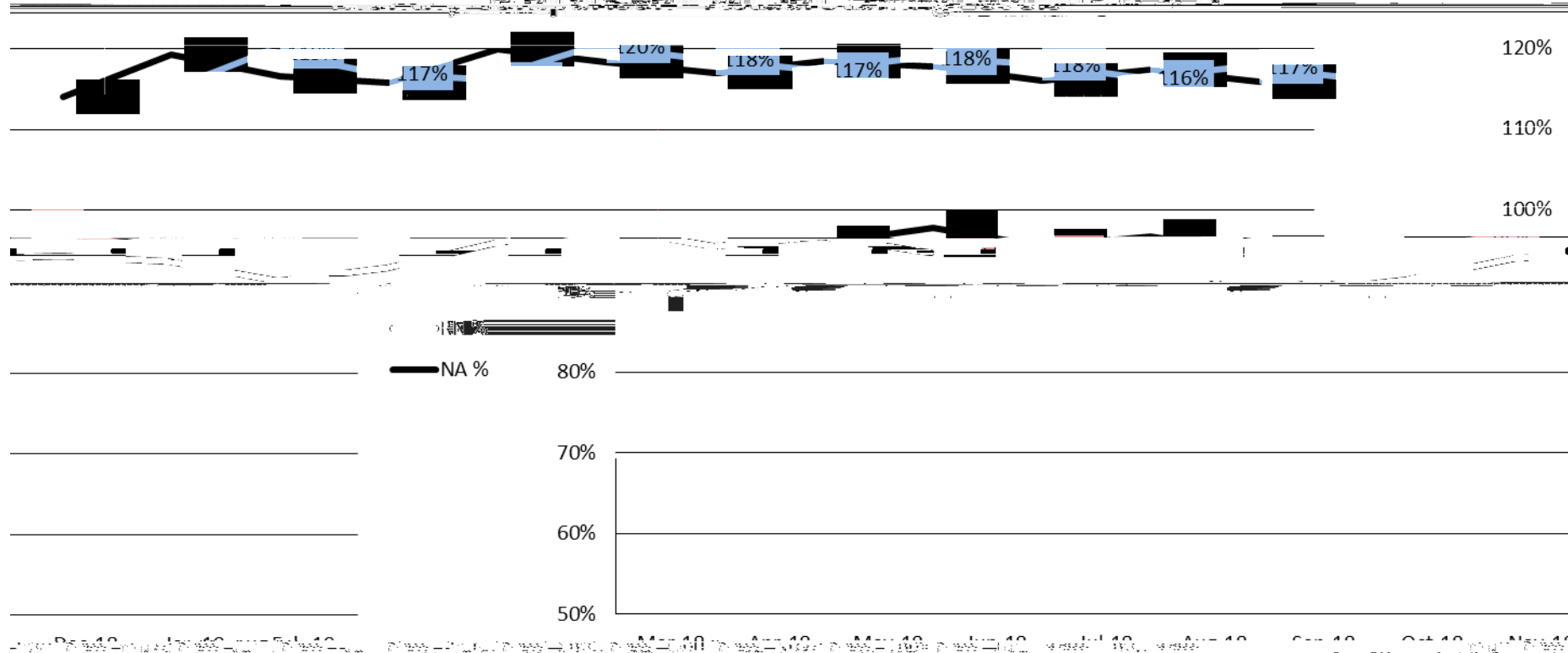
Overview of Nurse Staffing Hours – February 2019

Day	RN	NA
Total Planned Hours	34518	18894
Total Actual Hours	31718	22183
Fill Rate (%)	92%	117%

Night	RN	NA
Total Planned Hours	22154	11206
Total Actual Hours	21985	12702
Fill Rate (%)	99%	113%

The percentage hours are based on actual versus planned and are measured on a shift by shift basis.

Actions we take when staffing levels are below plan for a particular ward

- Nurse in charge will assess patients against staffing levels on that ward

- Staffing levels are assessed across the hospital by senior nursing teams and staff are moved around to ensure appropriate care is provided in all areas

- Staff and ward leaders on training days/supervisory shifts are brought back to work clinical shifts if required

- Additional nursing assistants brought in to support unfilled nursing shifts

    Please note that while we will have planned staffing levels for wards, these will automatically be reviewed and altered where beds are empty or increased, or where there is a change in the level of care needed during a shift