

University Hospitals Bristol and Weston NHS Foundation Trust

Supplementary Data for

Monthly Staffing Report of Nursing and Midwifery Levels for December 2025

The data in this document is supplementary to the Monthly Staffing Report and provides a more detailed breakdown of the data supplied.

Staffing variance

Staffing variance included in the following tables show the reasons for any variation using the guidelines below.

Number	RN & HCSW Negative Variance Rationale
1	Lower than expected activity during the month, therefore staffing gaps were not required to be filled.
2	Lower than expected acuity and dependency of patients during the month, therefore staffing gaps were not required to be filled.
3	Staffing gaps were covered by staff from other wards or areas that were not included in the ward rosters.
4	None of the above. See narrative.

Number	RN & HCSW Positive Variance Rationale
1	Higher than expected activity during the month therefore extra staffing was required.
2	Higher than expected acuity and dependency of patients during the month therefore additional staffing was required to safely care for patients
3	Specialist RN's or Psychiatric NA/ Enhanced Care Observation NA required for specific patients
4	None of the above. See narrative

Fill Rates

The fill rates are colour coded according to ratings outlined below.

RAG rating for Fill Rate	Red	Amber	Green	Blue
Thresholds (75% is the national red flag level)	< 75%	75%- 95%	95%-100%	101%>

Note: the red rating has been set at less than 75% to be in line with the national guidance that states that: -

A shortfall of more than 8 hours or 25% (whichever is reached first) of registered nurse time available compared with the actual requirement for the shift. For example, if a shift requires 33 hours of registered nurse time, a red flag event would occur if 5:45 hours or less of registered nurse time is available for that shift (which is the loss of more than 25% of the required registered nurse time).

Figure 1b.

Medicine	Total Vacancy in WTE (Band 5 – 6)	Total Vacancy in WTE (Band 2 – 4)	Day RN Fill Rate	Day HCSW Fill Rate	Night RN Fill Rate	Night HCSW Fill Rate	Total Fill rate	RN and/ or HCSW RED level Staffing narrative number.	RN and/ or HCSW BLUE level Staffing narrative number.	Red flag Incidents	Low staffing incidents reported	Falls <i>with harm</i>	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
A400 (AMU) 127904	-5.63	5.66	99%	115%	89%	100%	104%		3	1	7	14			
A515 (OPAU) 109005	-4.03	2.85	107%	149%	123%	155%	131%		3		1	13	1		Increased ECO demand and over established in the RN line
A528 Gim 109008	-4.93	0.18	96%	107%	104%	125%	108%		3		0	2			
A518 127810	1.99	2.85	101%	160%	100%	169%	132%		3	2	2	9			
A512 Care of the Elderly 109011	16.99	20.08	48%	71%	69%	77%	66%	4			0			1	Newly established ward and both staffing and funding is being worked through
A524 Care of the Elderly 127902	-2.03	1.48	102%	164%	100%	166%	138%		3	1	3	4			increased ECO demand and over established
A525 Resp 127901	-12.15	-13.87	60%	92%	61%	121%	80%	4	4		0	2			Ward no longer covers A512 therefore established and rostered funding are being reviewed
A605 CoE 127811	-2.11	3.27	97%	144%	97%	154%	123%		3		1	2	1		
A801 Respiratory and CF 127900	-2.58	1.60	90%	125%	99%	139%	112%		3		0	1			
A900 Gastro and Hep 127807	-1.43	1.11	82%	139%	95%	151%	114%		2		0	6			
C808 Respiratory High Care 127915	-7.11	6.68	105%	68%	105%	78%	91%	2	2		0	2	1		
Medicine Total	-23.02	31.89	90%	116%	95%	132%	106%	0	9	4	14	55	1	2	1

Figure 1b – cont.

Specialised Services	Total Vacancy in WTE (Band 5 – 6)	Total Vacancy in WTE (Band 2 – 4)	Day RN Fill Rate	Day HCSW Fill Rate	Night RN Fill Rate	Night HCSW Fill Rate	Total Fill Rate	RN and/ or HCSW	RN and/ or HCSW	Red flag Incidents	Low staffing incidents reported	Falls with harm	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
C603 Coronary Care Unit 109007	3.07	0.27	98%	121%	94%	166%	105%				0	1			
C604 (CICU Cardiac Intensive Care) 101141	0.18	1.21	87%	84%	83%	41%	84%	4			0	1			HCSW moved to support other areas risk assessed to be of a high risk to patient safety
C705 101951	3.26	0.50	94%	135%	100%	203%	121%		3		1	1			
C708 101952	-0.04	-0.23	82%	110%	96%	118%	99%		3	2	0	2			
C805 BHI Cardiology 101953	2.38	1.20	95%	136%	100%	210%	123%		3		0	5			
D601 TYA Inpatients Unit 105070	2.88	-	95%	95%	97%	100%	96%				0	0			
D603 Ward 61 104008	5.80	0.99	87%	111%	99%	142%	102%		3		0	5			
D703 Ward 62 104009	2.31	-1.02	94%	101%	99%	103%	98%		3		0	1			
Specialised Total	19.84	2.92	91%	117%	93%	144%	100%	1	5	2	1	16 0	0	0	

Figure 1b – cont.

Surgery	Total Vacancy in WTE (Band 5 – 6)	Total Vacancy in WTE (Band 2 – 4)	Day RN Fill Rate	Day HCSW Fill Rate	Night RN Fill Rate	Night HCSW Fill Rate	Total Fill rate	RN and/ or HCSW RED level Staffing narrative number.	RN and/ or HCSW BLUE level Staffing narrative number.	Red flag Incidents	Low staffing incidents reported	Falls with harm	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
A413 110044	0.98	2.14	98%	84%	100%	95%	94%				0				
A600 101107	5.40	5.10	90%	122%	89%	145%	93%		3		1				
A602 101179	1.13	2.10	102%	104%	100%	124%	107%		3		0	8			
A604 101192	-1.62	3.23	99%	131%	101%	143%	118%		3		0	3			
A414 STAU 110040	0.65	3.10	89%	101%	100%	102%	96%		3		0				
A700 ENT/Thoracic 110042	1.91	2.60	96%	97%	99%	109%	100%		3	1	5	4			
A701 110045	0.15	3.26	96%	146%	101%	163%	124%		3		0	2			
A800 110041	2.85	4.45	97%	114%	99%	134%	110%		3		0	1			
H304 103101	0.68	2.88	94%	66%	100%	100%	88%	1			0				
Surgery Total	12.13	28.86	93%	109%	94%	130%	101%	1	6	1	6	18 0	0	0	

Figure 1b – cont.

Childrens	Total Vacancy in WTE (Band 5 – 6)	Total Vacancy in WTE (Band 2 – 4)	Day RN Fill Rate	Day HCSW Fill Rate	Night RN Fill Rate	Night HCSW Fill Rate	Total Fill rate	RN and/ or HCSW RED level Staffing narrative number.	RN and/ or HCSW BLUE level Staffing narrative number.	Red flag Incidents	Low staffing incidents reported	Falls with harm	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
E400 Seahorse Intensive Care Unit (PICU) 102043	-9.76	-1.29	88%	154%	85%	140%	90%		4		0				Supernumerary new starters - pre-reg awaiting PIN
E406 Lighthouse Ward (Ward 37) 102240	-4.31	-0.66	93%	119%	97%	100%	106%		4		0				MHSW shifts required for 1:1 CAMHS patients
E500 Bluebell Ward / E501 Sunflower Ward (Ward 38) 102266	-2.65	2.70	106%	90%	106%	90%	102%		4		0				Escalation beds open and MHSW shifts required for 1:1 CAMHS patients
E510 Caterpillar Ward (Ward 30) 102251	3.62	1.29	97%	182%	95%	113%	100%		4		3	1			Supernumerary SNAs and MHSW shifts required for 1:1 CAMHS patient
E512 Daisy Ward (Ward 33) 102262	-0.32	-1.50	92%	90%	88%	91%	90%				0				
E600 Dolphin Ward (Ward 32) 102033	0.74	-0.77	89%	167%	79%	145%	95%		4		0				Supernumerary RNAs
E602 Penguin Ward (Ward 31) 102041	-3.84	0.60	98%	99%	105%	77%	99%		4		0				Supernumerary RNAs
E700 Starlight Ward (Ward 34) 102260	-5.15	0.41	84%	87%	82%	113%	85%		4		0	1			Supernumerary RNAs and MHSW shifts required for 1:1 CAMHS
E702 Apollo 35 Ward (Ward 35) 102034	0.38	-1.32	115%	95%	121%	90%	107%		4		0				Staff moves across Starlight and Apollo due to planned building works - staffing adjusted accordingly. Float MHSW allocated to CAMHS patients
Childrens Total	-21.29	-0.54	94%	113%	92%	107%	96%	0	8	0	3	2 0	0	0	

Figure 1b – cont.

Womens	Total Vacancy in WTE (Band 5 – 6)	Total Vacancy in WTE (Band 2 – 4)	Day RN Fill Rate	Day HCSW Fill Rate	Night RN Fill Rate	Night HCSW Fill Rate	Total Fill rate	RN and/ or HCSW RED level Staffing narrative number.	RN and/ or HCSW BLUE level Staffing narrative number.	Red flag Incidents	Low staffing incidents reported	Falls with harm	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
CDS - Ward 77 102068	-0.10	2.51	141%	100%	138%	100%	126%				0				
NICU 102077	5.27	-0.14	83%	83%	94%	58%	87%	4		5	12				Unable to fill all staffing gaps. Supported by moving staff from other areas.
Ward 73 102074	-2.65	3.78	88%	100%	82%	100%	85%				0				
Ward 76 102075	1.30	0.65	141%	93%	68%	95%	108%	4	2		0				Unable to fill all staffing gaps. Supported by moving staff from other areas.
Ward 78 102078	1.20	0.34	96%	88%	105%	98%	97%		4		0				Occasions when unable to reduce beds back down to 18 and have been required to stay open at 22 beds over the weekend (over commissioned capacity). 3rd RN required to maintain patient safety
Womens Total	5.02	7.14	97%	88%	98%	94%	95%	3	2	5	12	0	0	0	0

Figure 1b – cont.

Weston	Total Vacancy in WTE (Band 5 - 6)	Total Vacancy in WTE (Band 2 - 4)	Day RN Fill Rate	Day HCSW Fill Rate	Night RN Fill Rate	Night HCSW Fill Rate	Total Fill rate	RN and/ or HCSW RED level Staffing narrative number.	RN and/ or HCSW BLUE level Staffing narrative number.	Red flag Incidents	Low staffing incidents reported	Falls with harm	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
Berrow Ward - Respiratory Medicine	6.51	-1.79	99%	100%	118%	112%	106%		2	1	0	2			Increased acuity. Establishment increased
Cheddar/MFD Ward - General Medicine	1.83	-2.20	84%	126%	99%	137%	111%		3		1	4 1			ECO demand
Draycott - General Medicine	-0.50	-1.41	89%	121%	98%	156%	114%		3		0	8 1	1		
Harpree - General Medicine	1.25	-0.20	96%	111%	100%	139%	110%		3		0	2			ECO demand
Kewstoke - General Medicine	1.94	-2.01	94%	118%	103%	146%	114%		3		0	5			ECO demand
MAU - General Medicine	0.56	1.36	97%	102%	98%	129%	105%		2		0				ECO demand
Sandford Ward	7.06	0.69	107%	129%	125%	155%	126%		2		0	4			Increase in RN establishment due to acuity & ECO demand
Uphill - Stroke Unit	-0.34	0.36	88%	120%	102%	145%	112%		3		0	1			
Hutton (Surgical) - Trauma and Orthopaedics	0.83	0.75	92%	112%	100%	138%	109%		3		3	2			ECO demand
ICU - Critical Care HDU	0.67	0.86	116%	100%	101%	-	108%		3		0	1	1		
Knightstone/WGH 420208	0.69	0.49	98%	111%	98%	135%	106%		2		0	0			Addition HCSW for elective pts
Steepleholme Ward - General Surgery	-0.60	3.31	94%	99%	101%	108%	100%		2		0		1		Increased acuity L2 pts & ECO demand
Waterside - General Surgery		-0.52	100%	136%	106%	154%	124%		3		0	0	1		ECO demand
Weston Campus Total	19.90	-0.31	96%	115%	105%	138%	111%	0	10	1	4	29 2	4	0	
UHBW Total	12.58	69.96	93%	113%	95%	129%	102%	5	40	13	40	120 3	6	1	

Figure 1b – cont.

A & E	Total Vacancy in WTE (Band 5 – 6)	Total Vacancy in WTE (Band 2 – 4)	Day RN Fill Rate	Day HCSW Fill Rate	Night RN Fill Rate	Night HCSW Fill Rate	Total Fill rate	RN and/ or HCSW RED level Staffing narrative number.	RN and/ or HCSW BLUE level Staffing narrative number.	Red flag Incidents	Low staffing incidents reported	Falls <i>with harm</i>	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
A300 Adult Ed 101177	4.49	13.78	83%	90%	89%	100%	88%				3	3			
E308 Childrens emergency department 102038	3.55	5.93	102%	106%	97%	104%	100%		4		0				Covering escalation areas and waiting room
E308 Emergency Nurse Pract 102523			86%	-	-	-	86%				0				
Emergency - Nursing Weston	8.30	1.86	99%	107%	89%	108%	99%		1		0	1			Covering escalation areas and waiting room
H001 A&E BEH 103114	0.21	0	88%	-	-	-	88%				0				
Total	16.55	21.57	91%	100%	92%	104%	94%	0	2	0	3	4 0	0	0	

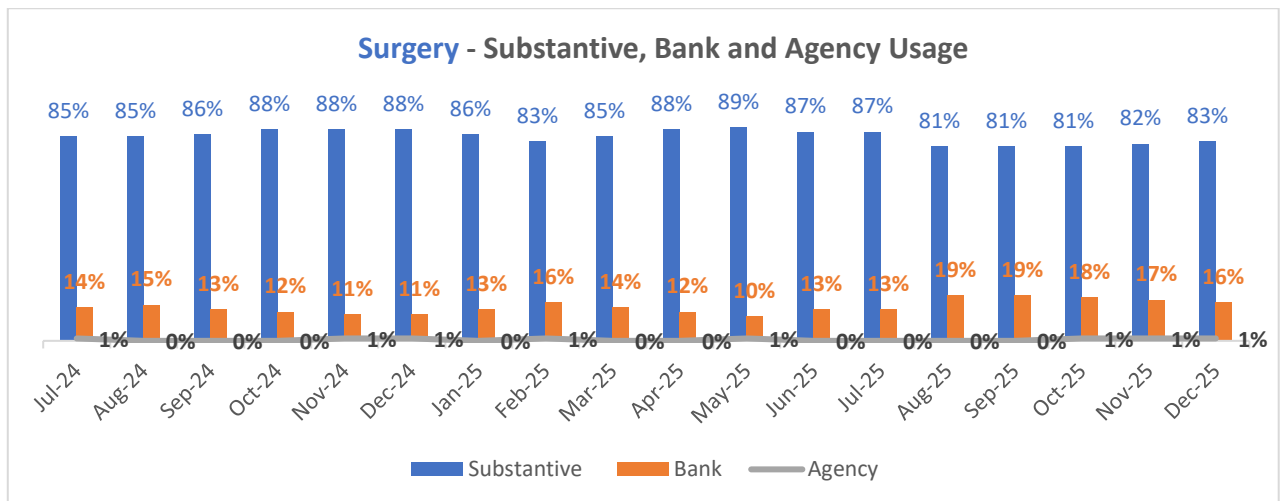
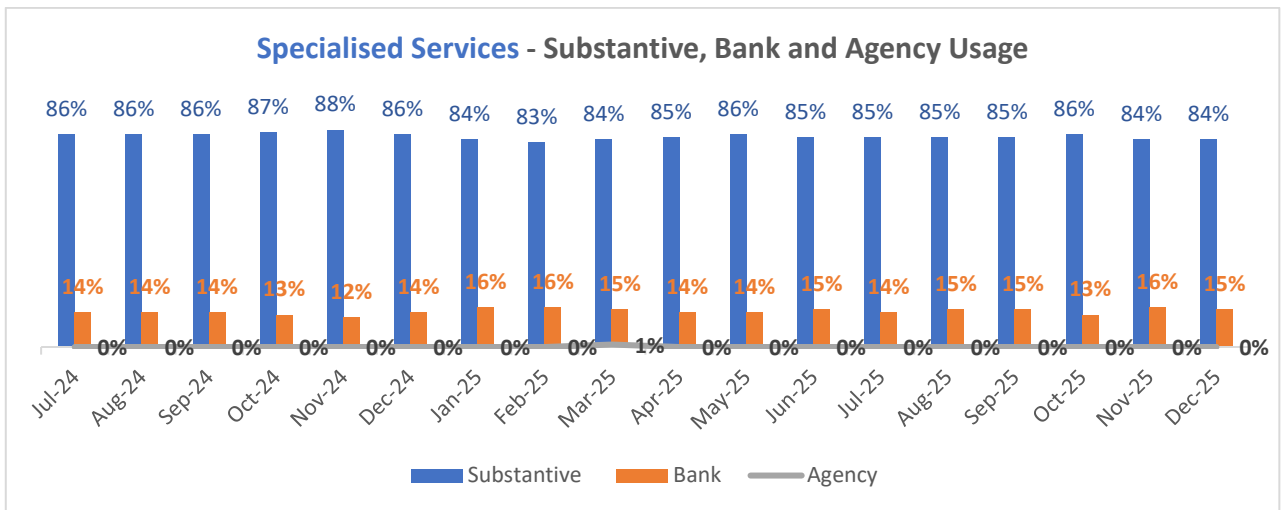
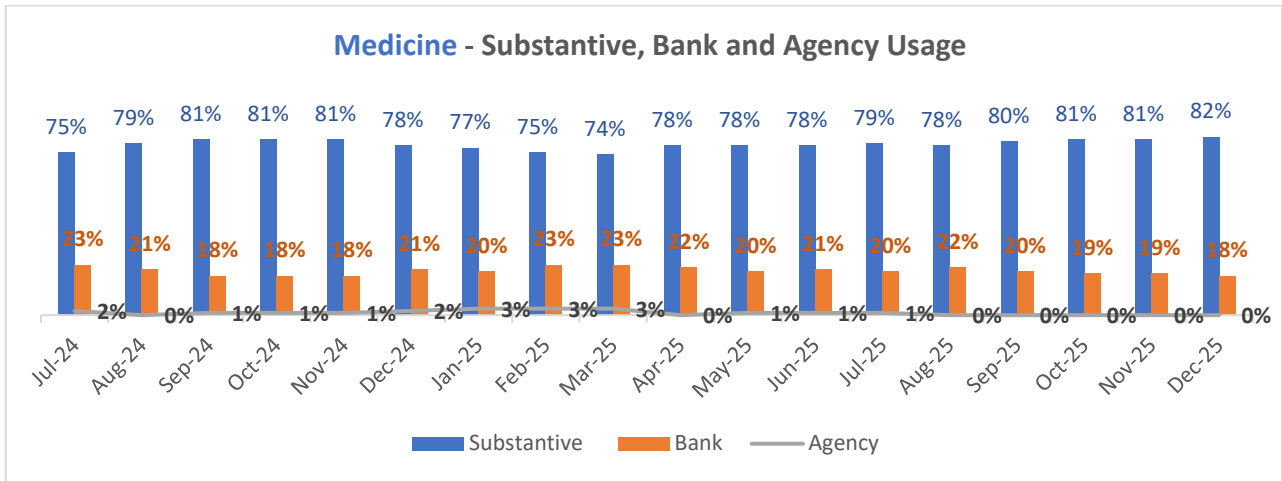
Figure 1b – cont.

Theatres	Total Vacancy in WTE (Band 5 – 6)	Total Vacancy in WTE (Band 2 – 4)	Day RN Fill Rate	Day HCSW Fill Rate	Night RN Fill Rate	Night HCSW Fill Rate	Total Fill rate	RN and/ or HCSW RED level Staffing narrative number.	RN and/ or HCSW BLUE level Staffing narrative number.	Red flag Incidents	Low staffing incidents reported	Falls <i>with harm</i>	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
A414 QDU Theatres Pay 101555			82%	37%	-	-	74%	1			0	1			Where safe to do so some lists were dropped lists to ensure the service was covered.
A608 Cardiac 101078	-8.06	4.35	96%	79%	-	-	93%				0				
A608 General 101077			94%	43%	105%	74%	83%	1			0				Where safe to do so some lists were dropped lists to ensure the service was covered.
BEH Theatres-Pay 103001			91%	62%	-	-	84%	1			0				Where safe to do so some lists were dropped lists to ensure the service was covered.
E402 Coastguard / E520 Horizon (BCH Theatres) 102031	-2.57	-4.24	75%	65%	84%	100%	74%		4		1				Theatre improvement work underway including ongoing roster improvements. Inaccuracy in band 2 line on profile - picking up with senior theatre team
Recovery Room Heygroves 101405	0.16	0	98%	-	100%	-	99%				0				
StM Theatres 102081			86%	64%	100%	100%	85%	1			0				Where safe to do so some lists were dropped lists to ensure the service was covered.
Weston Theatres	9.31	0.96	92%	86%	-	-	90%				0				
Total	-1.16	1.07	86%	62%	99%	93%	82%	4	1	0	1	1 0	0	0	

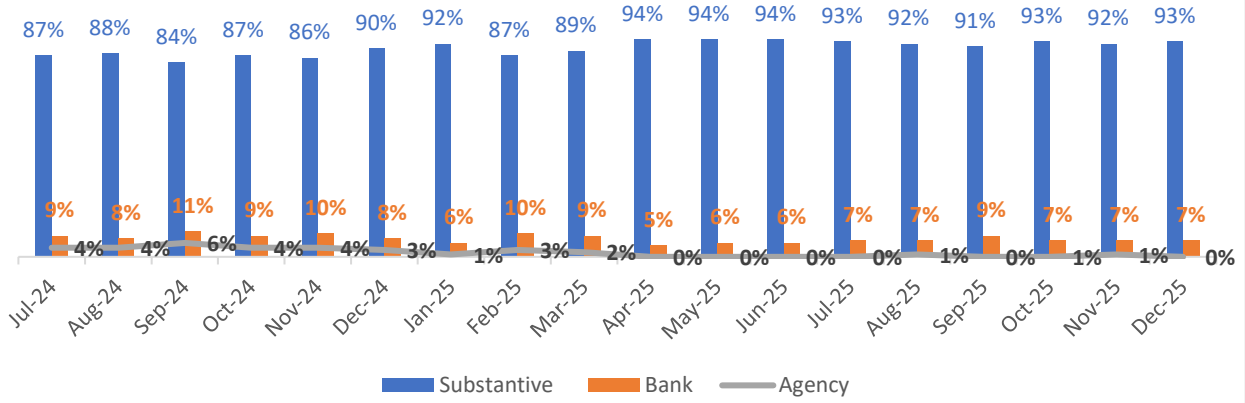
Bank & Agency Usage

The following charts show the percentage of staffing by Division of substantive, bank and agency for in-patient wards based on actual hours worked.

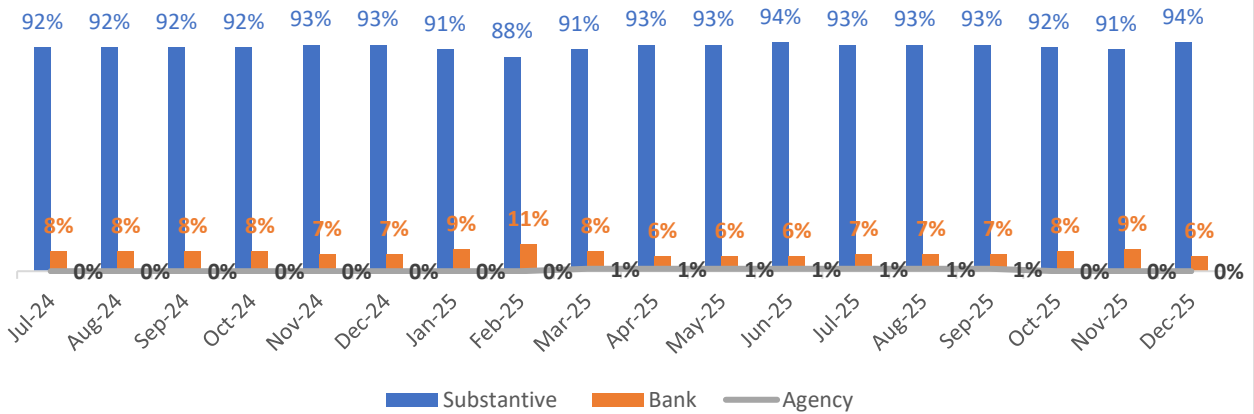
These charts are created from hours recorded in and generated directly from the E-Rostering system.



Childrens - Substantive, Bank and Agency Usage



Womens - Substantive, Bank and Agency Usage



Weston - Substantive, Bank and Agency Usage

