

University Hospitals Bristol and Weston NHS Foundation Trust

Supplementary Data for

Monthly Staffing Report of Nursing and Midwifery Levels for October 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.

More details on the low staffing incidents can be found in the main report under the divisional issues section.

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 with harm	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
A400 (AMU) 127904	-8.75	5.61	95%	135%	117%	161%	117%		3	2	9	4			
A515 (OPAU) 109005	-2.02	4.01	85%	114%	100%	120%	102%		3		2	7			
A528 Gim 109008	-2.68	2.76	90%	118%	101%	142%	113%		3		0	5			
A518 127810	1.44	4.01	100%	152%	100%	181%	133%		3		1	4			
A512 Care of the Elderly 109011	0.46	2.47	70%	86%	78%	166%	101%	3	3		0	3			
A524 Care of the Elderly 127902	-0.89	0.41	120%	137%	122%	150%	134%		3	1	3	3			
A525 Resp 127901	-2.03	2.71	86%	149%	98%	164%	120%		3		2	2			
A605 CoE 127811	-1.60	3.64	102%	174%	102%	182%	140%		3	3	8	1	1		
A801 Respiratory and CF 127900	-0.48	0.65	92%	130%	99%	146%	116%		3		2	3			
A900 Gastro and Hep 127807	0.34	0.23	85%	107%	95%	116%	99%		3	3	8	4	1		
C808 Respiratory High Care 127915	-5.57	8.31	99%	143%	103%	158%	117%		3		0	5			increased acuity and dependency
Medicine Total	-21.78	34.81	92%	129%	103%	150%	115%	0	11	9	35	41	0	2	0

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	2.07	0.27	93%	141%	97%	135%	103%		3		0	1			
C604 (CICU Cardiac Intensive Care) 101141	0.45	1.21	92%	111%	92%	67%	92%	4	3		1	1			HCSW moved to support other areas risk assessed to be at a higher risk to patient safety
C705 101951	1.36	-0.50	94%	120%	95%	181%	113%		3		2	5			
C708 101952	0.36	0.77	89%	117%	90%	152%	107%		3	1	1	4			
C805 BHI Cardiology 101953	2.46	0.50	92%	111%	98%	151%	107%		3	1	1	1			
D601 TYA Inpatients Unit 105070	1.26	-	95%	85%	97%	103%	95%		3		0	0			
D603 Ward 61 104008	7.40	-1.77	100%	105%	111%	116%	106%		3		0	5			
D703 Ward 62 104009	1.88	-0.35	94%	119%	98%	144%	104%		3	1	4	6			
Specialised Total	17.24	0.13	93%	114%	96%	139%	102%	0	0	3	9	23	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	-0.03	3.14	96%	82%	99%	97%	93%				0				
A600 101107	7.87	4.10	96%	134%	97%	140%	100%		4	3	9				Band 4 showing in unregistered, also ECO.
A602 101179	-0.74	0.39	103%	134%	103%	180%	127%		4		0	8			over established, moved to cover sickness in escalation and ECOs.
A604 101192	-1.48	1.23	100%	110%	106%	105%	105%		4		0	3			over establishment, moved to cover sickness, ECOs
A414 STAU 110040	4.29	2.54	85%	109%	90%	170%	105%		4		0	1			Band 4 showing in unregistered line.
A700 ENT/Thoracic 110042	2.13	1.60	91%	120%	93%	139%	107%		3	3	7	4			
A701 110045	0.95	0.82	89%	140%	97%	167%	120%		3	1	0	2			
A800 110041	2.73	4.52	93%	105%	95%	120%	103%		3		0	4			
H304 103101	1.68	-0.18	87%	86%	100%	100%	90%				0				
Surgery Total	17.40	18.16	94%	113%	97%	139%	104%	0	7	7	16	22	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	-9.98	-2.29	80%	144%	78%	111%	81%		4		0				Recruitment of Apprentices and RNDAs
E406 Lighthouse Ward (Ward 37) 102240	-3.62	-0.46	101%	67%	101%	100%	97%	4	3		0				Increased sickness in HCSW line - being discussed at monthly nursing/quality meetings with DON
E500 Bluebell Ward / E501 Sunflower Ward (Ward 38) 102266	-2.86	2.70	99%	121%	97%	112%	102%		3		0				MHSW shifts required for 1:1 CAMHS patients
E510 Caterpillar Ward (Ward 30) 102251	0.65	0.37	93%	184%	94%	181%	100%		3		0	1			
E512 Daisy Ward (Ward 33) 102262	1.10	-1.50	100%	73%	94%	97%	95%	4			0				Apprentices study days not backfilled
E600 Dolphin Ward (Ward 32) 102033	1.13	-2.77	88%	155%	85%	158%	97%		3		0				
E602 Penguin Ward (Ward 31) 102041	-4.25	0.70	95%	136%	90%	118%	98%		3		0				
E700 Starlight Ward (Ward 34) 102260	-2.75	0.41	84%	116%	89%	87%	88%		3		0	1			
E702 Apollo 35 Ward (Ward 35) 102034	0.72	-1.32	94%	106%	97%	110%	101%		4		1				Increased number of Apprentices and RNDAs and Float MHSW allocated to CAMHS patient
Childrens Total	-19.86	-4.16	89%	119%	89%	119%	93%	0	0	0	1	2	0	0	0

Figure 1b – cont.

More details on the low staffing incidents can be found in the main report under the divisional issues section.

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 <i>harm</i>	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
CDS - Ward 77 102068	-10.82	1.64	164%	100%	145%	100%	141%		4		0				Community midwives are called into the numbers to support the hospital.
NICU 102077	6.39	-2.14	89%	80%	95%	85%	91%			1	18				
Ward 73 102074	-7.03	5.04	85%	100%	82%	100%	88%				0				
Ward 76 102075	0.98	0.60	139%	106%	91%	98%	114%		4		0				Additional RM added to support the ward overnight.
Ward 78 102078	0.47	-0.57	93%	89%	104%	102%	96%		1		0				
Womens Total	-10.01	4.57	101%	92%	100%	107%	100%	0	4	1	18	0	0	0	0

Figure 1b – cont. - More details on the low staffing incidents can be found in the main report under the divisional issues section.

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	1.31	-0.79	94%	114%	103%	135%	110%		2	2	2	2			Increased pt acuity and ECO
Cheddar/MFD Ward - General Medicine	0.83	-1.53	80%	112%	99%	108%	99%		3	1	1	3			ECO demand
Draycott - General Medicine	1.50	-1.41	79%	109%	93%	144%	104%		3	3	4	6	1		
Harpree - General Medicine	0.45	-0.20	93%	113%	101%	149%	113%		3		0	2			ECO demand
Kewstoke - General Medicine	3.66	-0.31	84%	126%	100%	153%	114%		3		1	4	1		ECO demand
MAU - General Medicine	0.56	1.36	96%	112%	92%	133%	105%		3		0				ECO demand
Sandford Ward	0.94	1.52	92%	120%	97%	154%	112%		3	1	5	4			ECO demand
Uphill - Stroke Unit	-2.14	0.36	87%	110%	98%	140%	108%		3	3	0	1			
Hutton (Surgical) - Trauma and Orthopaedics	0.83	3.31	88%	131%	100%	157%	118%		3	2	6	2		1	ECO demand
ICU - Critical Care HDU	-0.34	0.86	125%	105%	101%	-	112%		3		0	1			
Knightstone/WGH 420208	0.69	0.49	98%	125%	100%	141%	110%		2		0	0			2nd HCSW required for Non elective side of ward
Steephelm Ward - General Surgery	-0.78	2.00	98%	98%	110%	114%	104%		2	1	1	3			Increased pt acuity and ECO demand
Waterside - General Surgery	-1.46	-0.33	98%	102%	100%	110%	102%		3		4	0			
Weston Campus Total	6.05	5.33	92%	114%	99%	137%	109%	0	10	13	24	28	0	2	1
UHBW Total	-10.96	58.84	93%	117%	96%	138%	104%	0	32	33	103	116	0	4	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 with <i>harm</i>	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
A300 Adult Ed 101177	6.42	14.80	76%	104%	86%	120%	87%		2	2	9	5			
E308 Childrens emergency department 102038	-1.24	2.23	95%	87%	95%	87%	94%				1				
E308 Emergency Nurse Pract 102523			94%	-	-	-	94%				0				
Emergency - Nursing Weston	7.71	6.49	95%	100%	91%	97%	96%				2	2			
H001 A&E BEH 103114	1.14	0	90%	-	-	-	90%				0				
Total	14.03	23.52	87%	100%	90%	104%	91%	0	1	2	12	7 0	0	0	

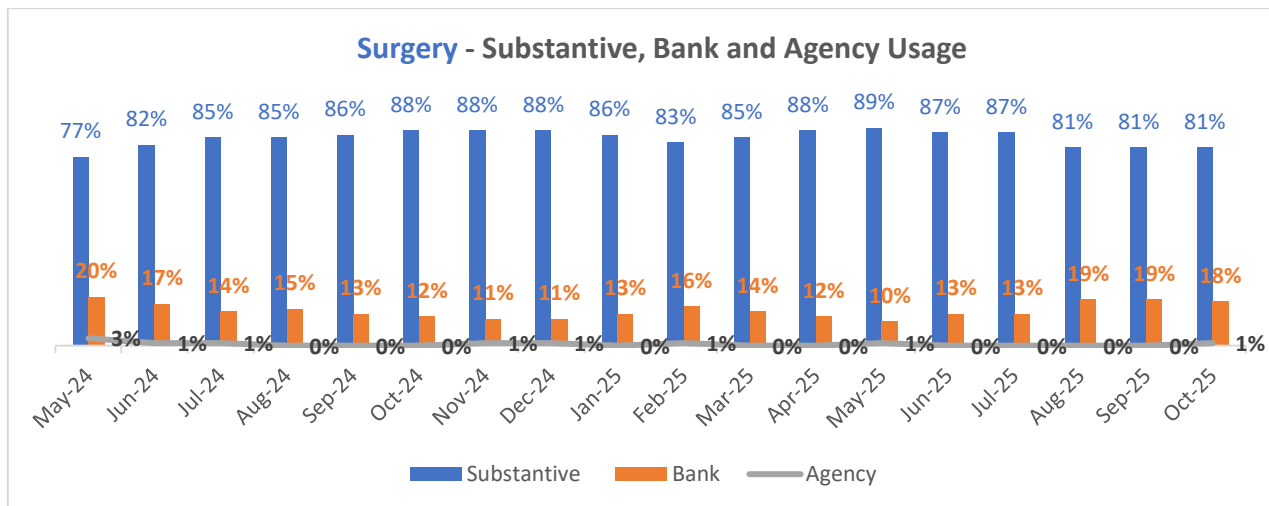
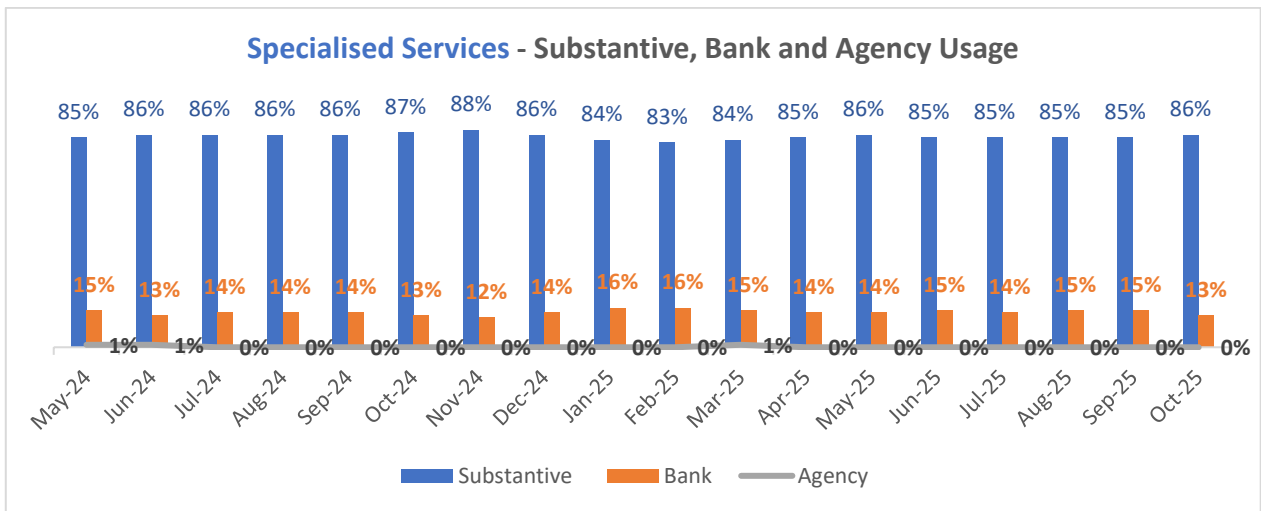
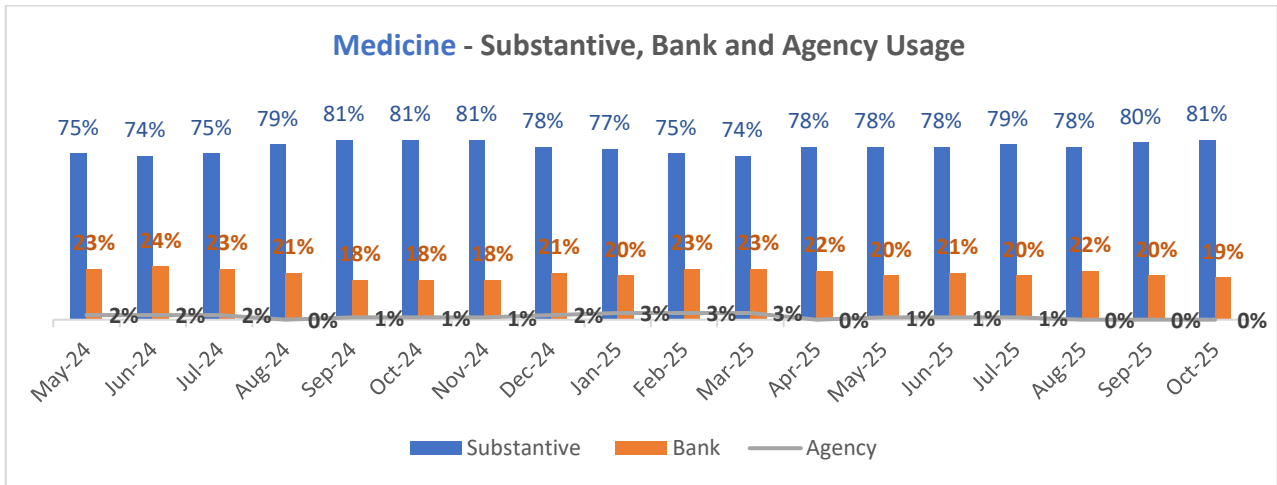
Figure 1b – cont.

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 with <i>harm</i>	Hospital acquired PU grade 2	Hospital acquired PU grade 3, 4	Red & Blue Staffing Narrative
A414 QDU Theatres Pay 101555			93%	97%	-	-	93%			2	1	1			
A608 Cardiac 101078	-6.89	2.86	126%	126%	-	-	126%				0				
A608 General 101077			112%	89%	105%	100%	108%		4		0				supernumerary, and additional request for extended lists
BEH Theatres-Pay 103001			83%	74%	-	-	81%	3			0				Safe staffing in line with AfPP and activity,
E402 Coastguard / E520 Horizon (BCH Theatres) 102031	-0.20	-5.90	74%	66%	93%	100%	73%				0				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	0.20	0	105%	-	100%	-	104%		4		0				additional staffing required for extra sessions.
StM Theatres 102081			108%	68%	100%	94%	99%	3		1	0				Safe staffing in line with AfPP and activity
Weston Theatres	6.84	1.01	84%	113%	-	-	90%		1		0				Low HCSW AL - small team of HCSW)
Total	-0.05	-2.03	92%	83%	101%	96%	91%	2	3	3	1	1 0	0	0	

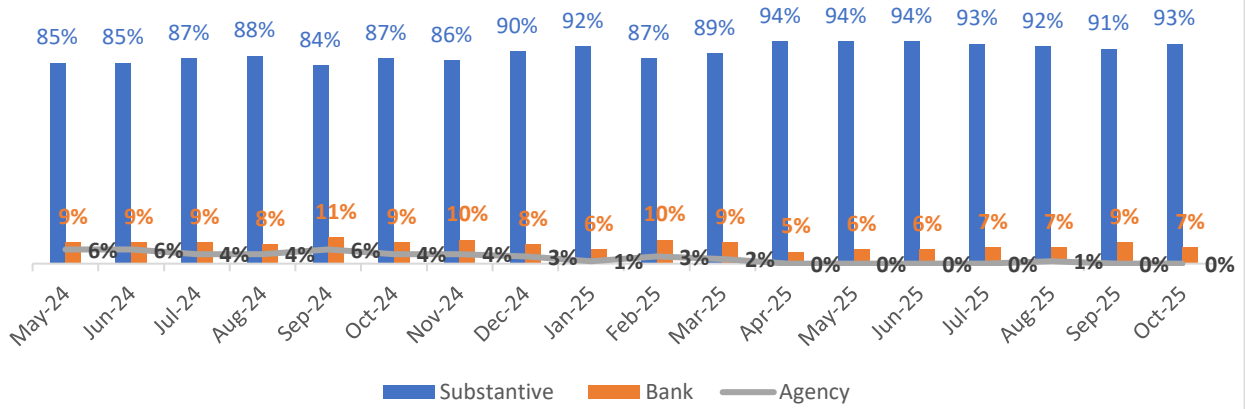
Bank & Agency Usage

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

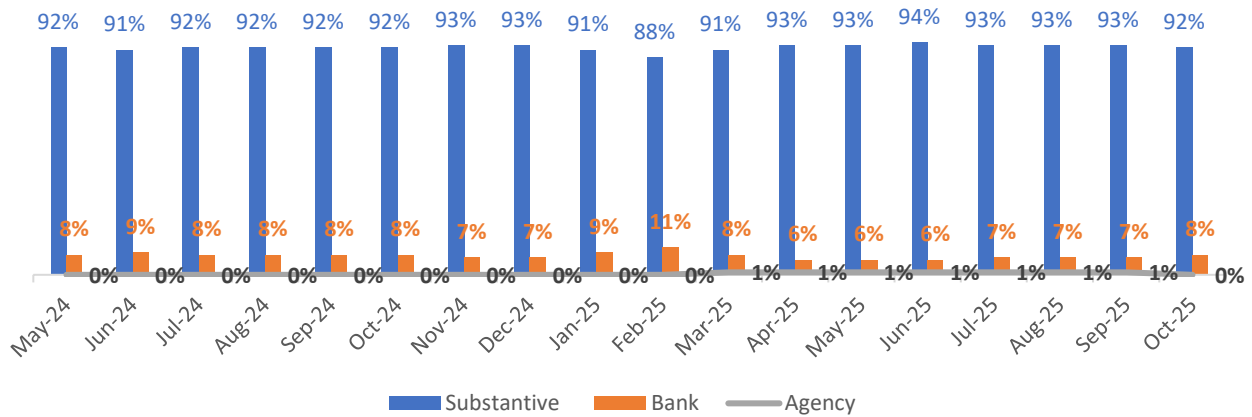
These charts are created from hours recorded in and generated directly from the E-Rostering system.



Childrens - Substantive, Bank and Agency Usage



Womens - Substantive, Bank and Agency Usage



Weston - Substantive, Bank and Agency Usage

