

Safe Staffing Report – June 2025

Safe Staffing Declaration


Across the last month, based on available data, all the wards have been considered to have been safe and staffed to levels required to meet patient need. There continues to be a reliance on temporary staffing to achieve this position, due primarily to staffing vacancies with the mental health wards being most significantly impacted; and alongside this absence related factors have also contributed to reduced staffing availability. Whilst there is much support available to the wards from senior and specialist staff not factored into staffing rotas as well as therapy staff to achieve the right numbers, the continual reliance on temporary nursing staffing and reduced registered nursing staff on some shifts means that continuity of staffing was not always optimal, and patient experience may have been compromised.

Analysis of staffing position

Right staff, right place, and time

All our Mental Health and Community Wards are staffed to provide two registered staff on every shift and the shifts with less than two registered staff on duty are seen as a red flag and highlighted in the local dashboard. For Campion Unit (Learning Disability unit) the agreed staffing levels are two registered nurses during the day and one registered nurse at night.

On shifts with less than two registered nursing staff there were senior clinical staff on the wards (Ward Manager, Matron and for the mental health wards there is also a Clinical Development Lead/Charge Nurse) and therapy staff based on the wards 9-5pm during the week that provided support. Out of Hours there is a senior nurse covering Prospect Park mental health wards as well as on call arrangements covering all wards. These staff are not counted within the safer care tool and need to be factored in when assessing the provision of safe and appropriate care.



At Prospect Park staff were moved across the hospital (including APOS staff) to assist wards including where there were less than 2 registered staff on duty to support meeting their minimal staffing requirements (shifts with less than 2 registered nursing staff are detailed in the dashboard spreadsheet attached to the report).

In the Community West wards some of the vacancies are planned to enable use of NHSP, which supports flexibility.

There were 5 reported staffing issues from Datix, with no or low harm. Triangulation of complaints, patient feedback and clinical patient safety incident data sets involving medication, falls, pressure ulcers, absent and missing patients, seclusions, prone restraints, self-harm and assaults did not reveal any incidents of moderate harm or above during the month because of staffing levels.

Temporary staffing

The need for temporary staff continues to be driven by vacancy, absence, and the need to increase staffing numbers to meet acuity and the need of patients, however, overall there is a visible improvement this month compared to the previous month.

	Total number temporary staffing shifts requested	Number of temporary shifts requested to fill registered staff gap	Total temporary shifts unfilled
PPH	1968	339	53
West Community Wards	393	177	17
East Community Wards	177	26	1
Campion	462	94	11



Berkshire Healthcare Local Dashboard

[G] No identified impact on quality and safety of care provided because of staffing issues

[A] Although there appears to be no direct correlation between staffing and any specific incidents that occurred during the month, the high number of temporary staff required throughout the month provides a challenge with delivering continuity of care and may compromise patient experience

[R] There appears to be a correlation between staffing and specific incidents, safety was compromised

		Vacancy		Sickness % /Mat leave-in brackets		No. of bank /agency used		Total available workforce				Fill rate analysis (NQB) Actual hours worked divided by planned hours						Patient experience feedback		
												Day Shift		Night Shift						
Ward	Budget ed workfor ce	RN	HCA	RN	HCA	RN	HCA	RN	HCA	No. of shifts with less than 2 RN's	Occupa ncy	% Fill rate Registere d nurses	% Fill rate unregistere d nurses (including N/As)	% Fill rate Registere d nurses	% Fill rate unregistere d nurses (includi ng NAs)	Overall CHPPD	No. of Incidents reported where moderate harm or above was caused related to staffing	Patient experie nce scores (out of 5) lwGC	No. of complai nts	RAG Rating
Bluebell	42.90	3.69	5.62	0.73	5.28	2.60	6.50	10.44	26.26	0	99.6	100.00	930	930	2325	2272.5	97.74	100.00	666.5	[A]
Daisy	42.90	2.26	12.94	0.19	0.00	0.90	9.30	10.71	27.02	0	98.9	106.45	930	990	2325	2325	100.00	100.00	666.5	[A]
Rose	42.90	-0.63	6.66	2.76	2.48 (0.68)	2.30	20.60	12.43	41.44	3	95.6	103.23	930	960	2170	3102.5	142.97	85.72	765	[A]
Snowdrop	42.90	3.26	0.15	0.29	3.67	3.30	7.70	12.01	34.54	0	98	105.65	930	982.5	2325	2962.5	127.42	100.00	666.5	[A]
Orchid	61.30	4.09	14.70	0.20	1.04 (0.59)	2.60	16.90	10.57	49.63	6	80.6	95.97	930	892.5	1860	4395	236.29	98.39	666.5	[A]
Rowan	61.30	3.26	18.74	1.13	2.76 (0.91)	2.70	16.50	10.57	43.15	0	63.1	100.81	780	787.5	2325	3937.5	169.35	101.61	666.5	[A]
Sorrel	42.90	5.62	10.66	0.05	1.75	2.90	8.70	9.49	26.95	6	96.8	95.16	930	885	2325	2445	105.16	100.00	666.5	[A]
Campion	33.00	-0.20	1.60	0.71	2.08	5.10	23.60	15.39	42.12	0	87.1	250.00	780	2175	1860	5628	302.58	200.00	333.25	[G]
Donnington	64.30	2.72	1.57	1.36	2.62 (1.46)	4.10	6.20	22.02	38.75	0	88.7	103.23	1095	1140	2092.5	2610	124.73	151.61	620	[A]
Highclere											90.8	100.00	780	780	1627.5	1297.5	79.72	100.00	620	[A]
Oakwood	41.70	4.87	3.83	1.31	0.31	2.10	2.40	13.72	22.16	0	93.4	99.46	1395	1387.5	2325	2312	99.44	100.00	620	[A]
Ascot	55.80	1.31	0.27	1.99 (1.90)	1.25	3.90	2.80	25.00	30.78	2	88.5	98.39	930	915	1395	1429	102.44	100.00	682	[A]
Windsor											86.2	95.48	1395	1332	1627.5	1620	99.54	100.00	682	[A]
Henry Tudor	41.50	4.09	3.75	0.39	0.20	0.50	5.10	16.92	21.75	0	80.5	139.73	930	1299.5	1860	1903	102.31	158.74	666.5	[G]
Jubilee	35.40	4.48	4.79	0.07	0.98	1.60	4.30	11.45	19.53	0	82.7	76.58	931	713	1860	1674.45	90.02	100.00	713	[G]

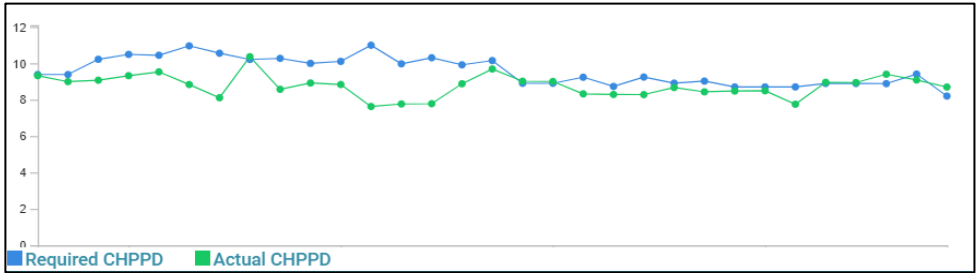
Appendix

Safecare Data for all Berkshire Healthcare Wards May 2025

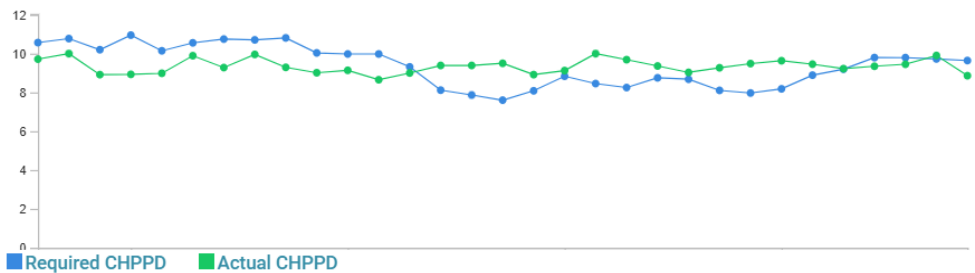
Prospect Park Hospital

At PPH all the wards have dedicated therapy resources which provide care to patients, there are also matrons and clinical development leads/charge nurses who are not included in the ward numbers or data below. Available data demonstrated that wards were safely staffed during May with available staffing matching patient need. However, data input for some of the wards was not optimal.

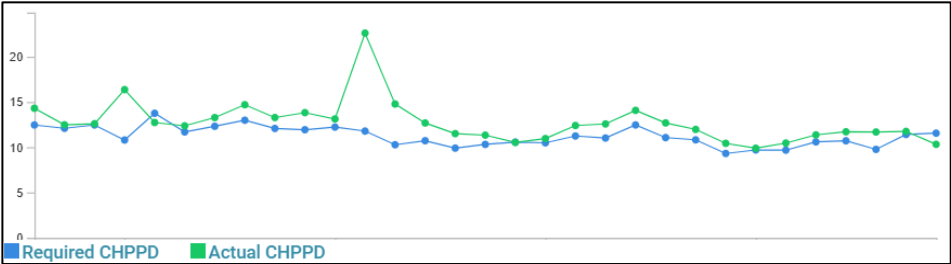
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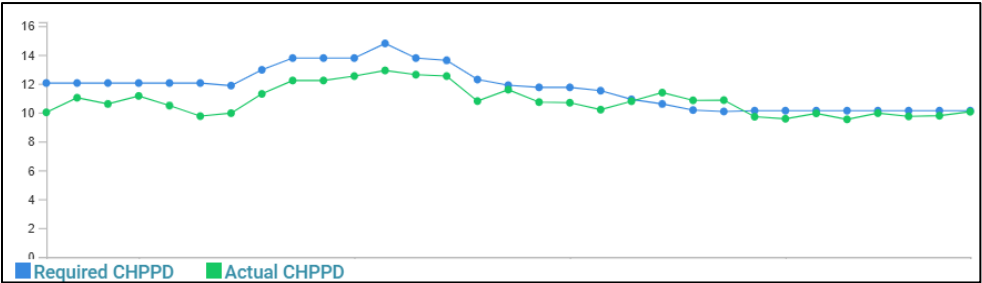
Daisy:



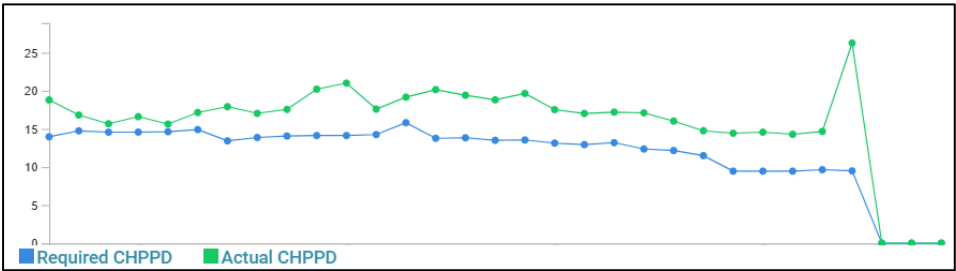
Rose:



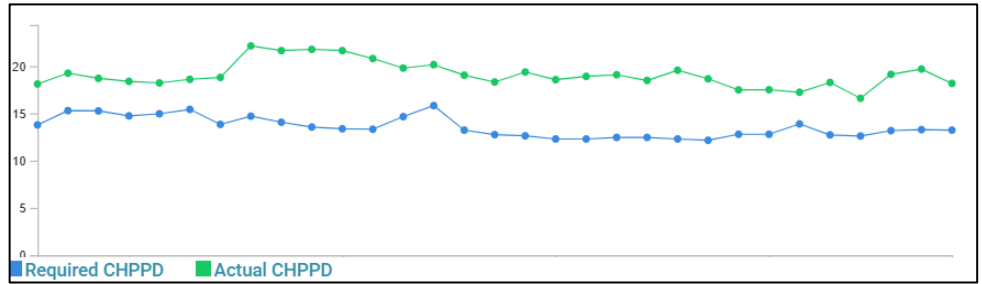
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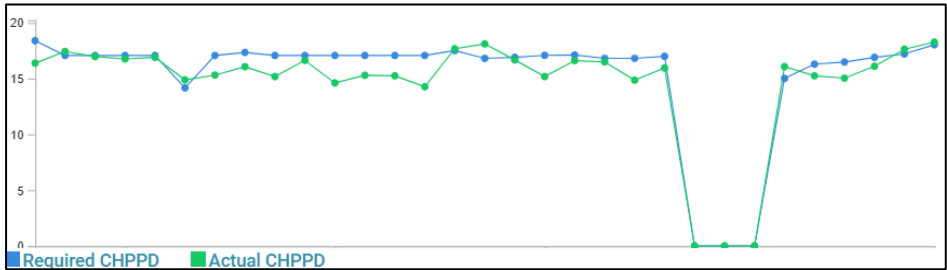
Orchid:



Rowan:



Sorrel:

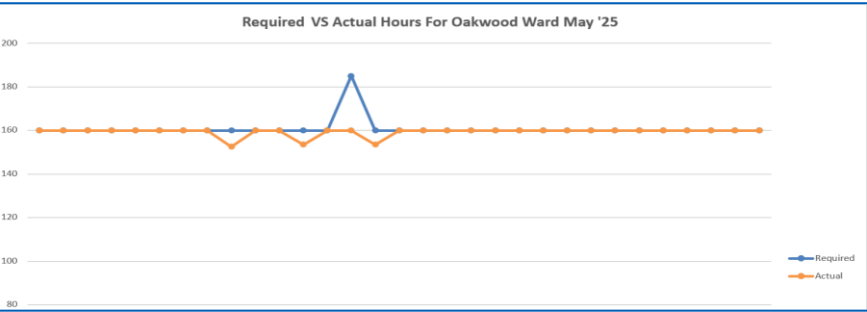


West Community Health Service Wards

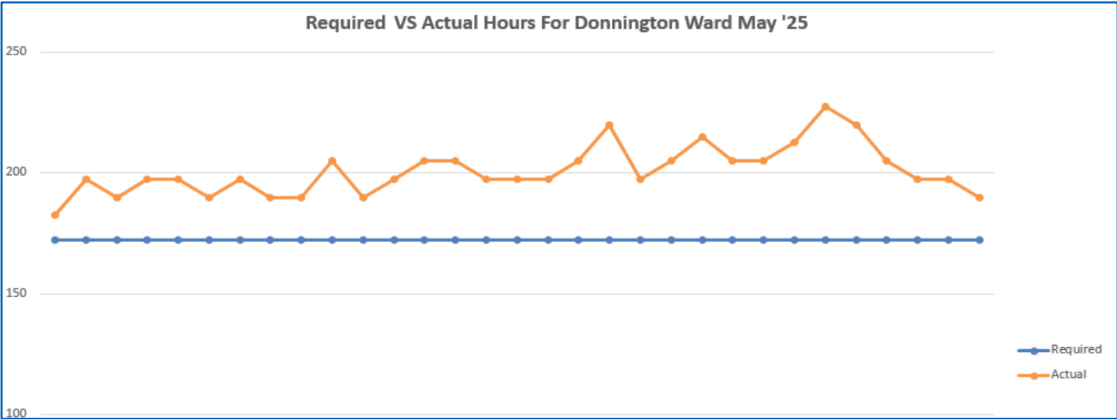
The use of the updated version of the Safer Nursing Care Tool data was commenced on 12th May. Due to functionality issues with its application to Safecare the CHPPD cannot currently be obtained for reporting. Work is being undertaken to address this. Data has been taken from the Optima Health Roster for each ward to demonstrate the required and actual staffing levels.

All the rehabilitation wards across the Trust have therapy staff (Oakwood 6.18 WTE, Wokingham wards 13.67 WTE and West Berkshire wards 14.21 WTE). Across all the wards the data indicates that the staffing was suboptimal for the acuity of patients on occasion. All the West wards had high acuity in patients. Wokingham wards and Oakwood ward had higher sickness levels amongst qualified staff and West Berkshire wards had higher sickness levels amongst non-qualified staff resulting in the need for a higher level of temporary staffing. High acuity is part of the reason for the difference between the actual and required at West Berkshire, Wokingham, and Oakwood wards. In addition, there are staff vacancies across all the wards. There are staff not counted within Safecare, including ward managers and therapy staff who were on the ward to provide care and support to the patients.

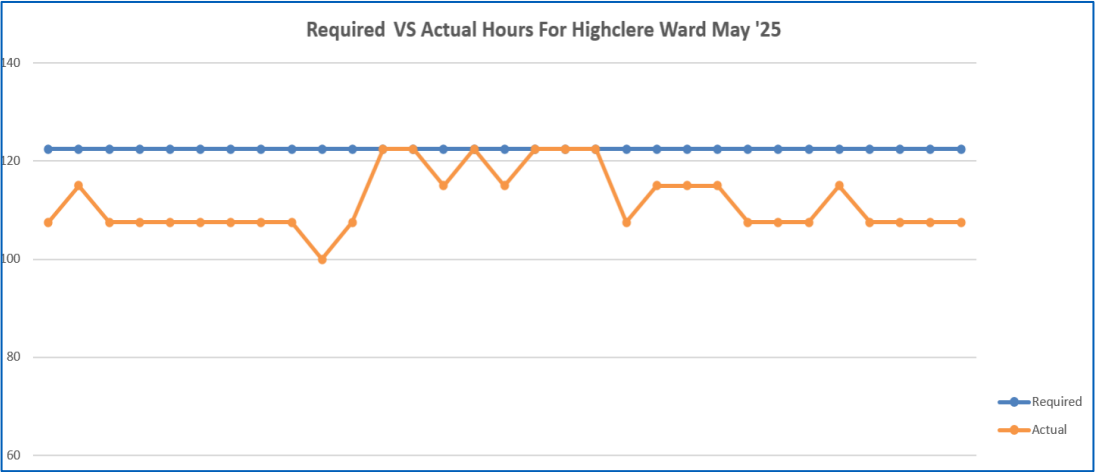
Oakwood Unit:



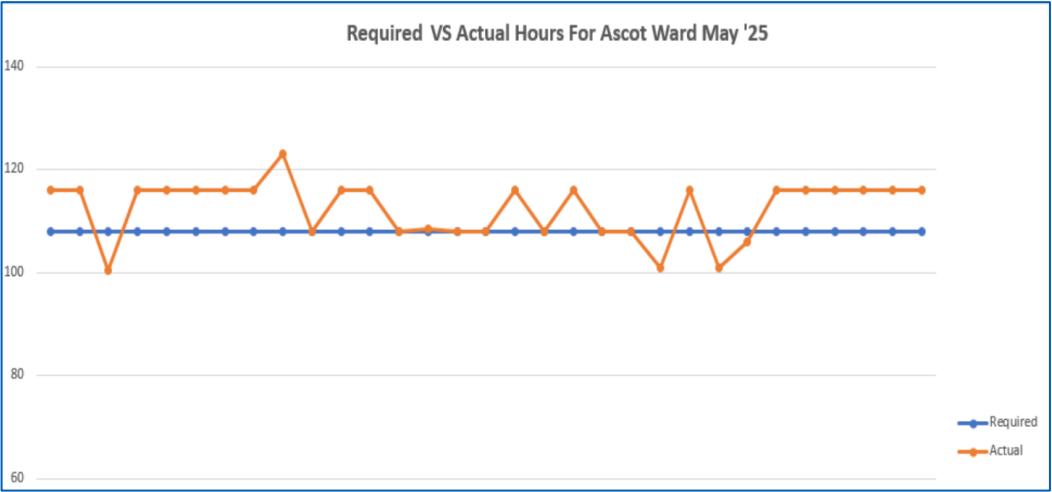
West Berkshire Community Hospital - Donnington:



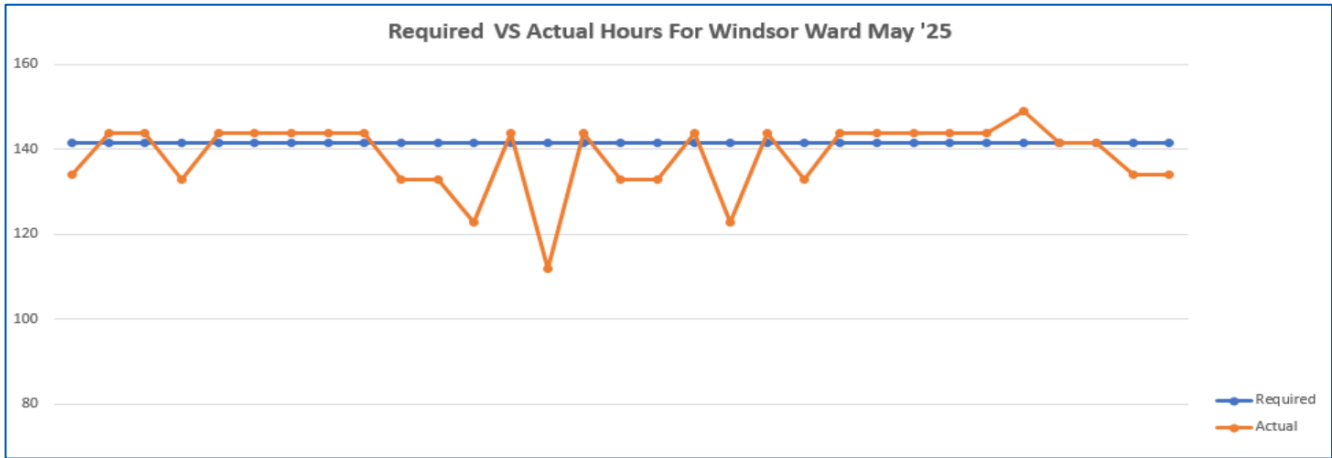
West Berkshire Community Hospital - Highclere:



Wokingham Wards: Ascot ward



Wokingham Wards - Windsor

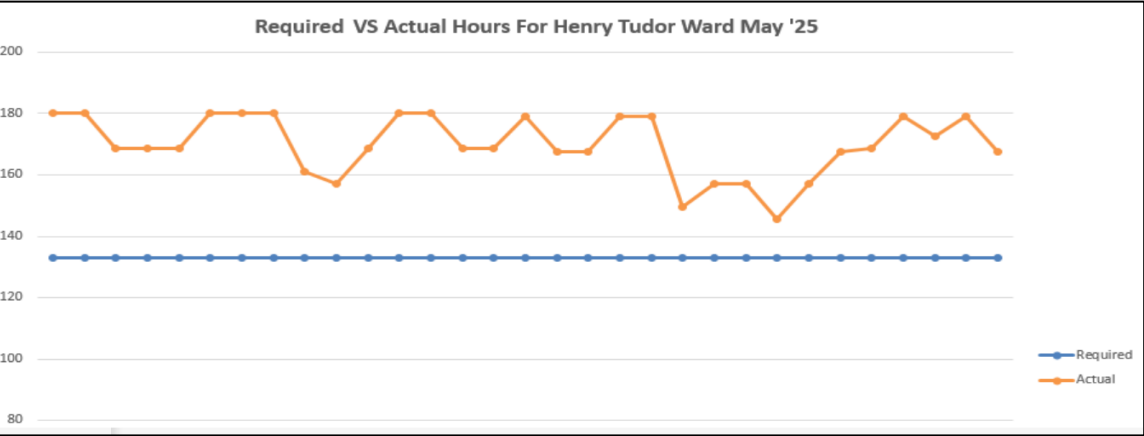


East Community Health Service Wards

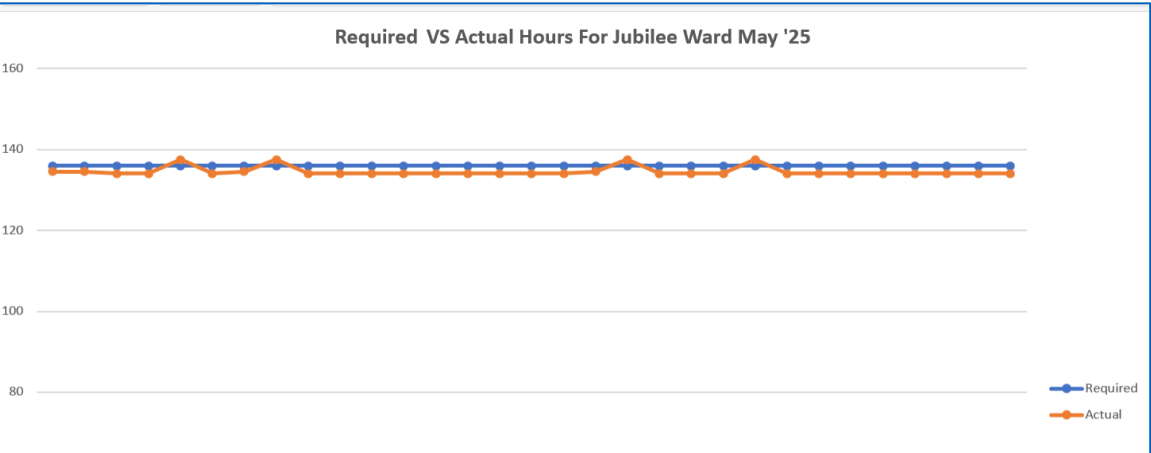
The East wards staffing to patient ratios appear to be sufficient for the acuity of patients on the ward for the month. In addition, like the west community wards, there are therapists and therapy assistants working on the wards who support the nursing staff but are not captured in the Health Roster figures.



Henry Tudor Ward:

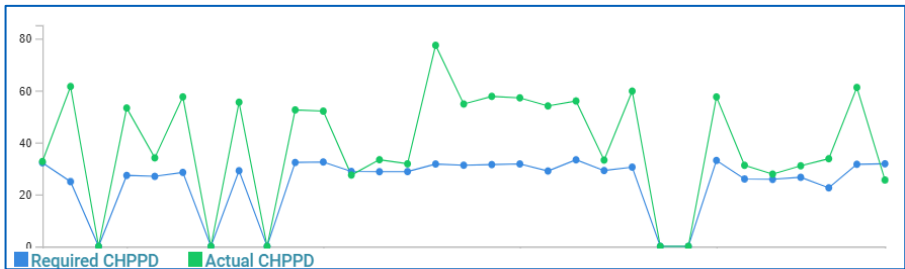


Jubilee Ward:



Campion Unit

Campion unit staffing appears sufficient for the acuity of the patients. As on the other in-patient wards, there are therapists and therapy assistants working on the wards who support the nursing staff but are not captured in the Safecare figures.



Debbie Fulton.
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05/06/2025.