

# Safe Staffing (Rota Fill Rates and CHPPD) Collection

Organisation: **RPG** **Oxleas NHS Foundation Trust**

Please provide the URL to the page on your trust website where your staffing information is available

(Please can you ensure that the URL you attach to the spreadsheet is correct and links to the correct web page and include 'http://' in your URL)

Only complete sites your organisation is accountable for

Hospital Site Details		Ward name	Main 2 Specialties on each ward		Day				Night				Day		Night		Care Hours Per Patient Day (CHPPD)			
Site code *The Site code is automatically populated when a Site name is selected	Hospital Site name		Specialty 1	Specialty 2	Registered midwives/nurses Total monthly planned staff hours	Care Staff Total monthly actual staff hours	Registered midwives/nurses Total monthly planned staff hours	Care Staff Total monthly actual staff hours	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Registered midwives/nurses Total monthly planned staff hours	Care Staff Total monthly actual staff hours	Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	Cumulative count over the month of patients at 23:59 each day	Registered midwives/ nurses	Care Staff	Overall		
RPGAB	BRACTON	Crofton	712 - FORENSIC PSYCHIATRY		1132.50	1372.00	1560.00	2192.75	581.25	551.20	581.25	1008.03	121.1%	140.6%	94.8%	173.4%	469	4.1	6.8	10.9
RPGAB	BRACTON	Burgess	712 - FORENSIC PSYCHIATRY		1132.50	1099.73	1560.00	1890.08	290.63	581.22	581.25	792.47	97.1%	121.2%	200.0%	136.3%	458	3.7	5.9	9.5
RPGAB	BRACTON	Danson	712 - FORENSIC PSYCHIATRY		1132.50	1051.42	1327.50	1542.67	290.63	293.00	581.25	609.92	92.8%	116.2%	100.8%	104.9%	510	2.6	4.2	6.9
RPGAB	BRACTON	Heath	712 - FORENSIC PSYCHIATRY		1132.50	1165.25	1957.50	1928.75	290.63	292.38	581.25	647.47	102.9%	98.5%	100.6%	111.4%	480	3.0	5.4	8.4
RPGAB	BRACTON	Joydens	712 - FORENSIC PSYCHIATRY		1132.50	909.00	1560.00	1958.00	290.63	290.88	581.25	835.12	80.3%	125.5%	100.1%	143.7%	385	3.1	7.3	10.4
RPGAB	BRACTON	Birchwood	712 - FORENSIC PSYCHIATRY		667.50	680.42	1095.00	817.50	290.63	281.50	290.63	298.27	101.9%	74.7%	96.9%	102.6%	374	2.6	3.0	5.6
RPGAG	MEMORIAL HOSPITAL	Hazelwood	712 - FORENSIC PSYCHIATRY		1132.50	1154.48	1560.00	1151.25	581.25	505.80	581.25	618.23	101.9%	73.8%	87.0%	106.4%	446	3.7	4.0	7.7
RPGAG	MEMORIAL HOSPITAL	Greenwood	712 - FORENSIC PSYCHIATRY		1132.50	1277.75	1560.00	1460.75	581.25	318.47	581.25	609.33	112.8%	93.6%	54.8%	104.8%	450	3.5	4.6	8.1
RPGAG	MEMORIAL HOSPITAL	Oaktree Lodge	715 - OLD AGE PSYCHIATRY		1095.00	1161.75	1485.00	1277.75	581.25	581.77	871.88	648.27	106.1%	86.0%	100.1%	74.4%	360	4.8	5.4	10.2
RPGAD	GREEN PARK'S HOUSE	Scadbury Ward	715 - OLD AGE PSYCHIATRY		1192.50	1193.48	1627.50	1500.88	581.25	591.90	581.25	556.62	100.1%	92.2%	101.8%	95.8%	570	3.1	3.6	6.7
RPGAE	OXLEAS HOUSE	Shephedleas Ward	715 - OLD AGE PSYCHIATRY		1162.50	1023.83	1162.50	1322.40	581.25	580.73	290.63	355.93	88.1%	113.8%	99.9%	122.5%	517	3.1	3.2	6.3
RPGAH	WOODLANDS	Holbrook	715 - OLD AGE PSYCHIATRY		1275.00	1101.47	2422.50	2743.75	581.25	537.85	1453.13	1829.75	86.4%	113.3%	92.5%	125.9%	540	3.0	8.5	11.5
RPGGP	1 WENSLEY CLOSE	Bluebell House	420 - PAEDIATRICS		435.00	555.00	712.50	675.00	190.00	190.00	220.00	260.00	127.6%	94.7%	100.0%	118.2%	47	15.9	19.9	35.7
RPGAN	GOLDIE LEIGH	Atlas House	700 - LEARNING DISABILITY		1095.00	1283.50	2355.00	2887.33	589.00	323.75	589.00	856.00	117.2%	122.6%	55.0%	145.3%	272	5.9	13.8	19.7
RPGAE	OXLEAS HOUSE	Avery	710 - ADULT MENTAL ILLNESS		1530.00	1127.75	930.00	1024.00	581.25	560.50	290.63	380.00	73.7%	110.1%	96.4%	130.8%	566	3.0	2.5	5.5
RPGAP	BAREFOOT LODGE	Barefoot	710 - ADULT MENTAL ILLNESS		1425.00	900.25	930.00	953.00	296.05	292.30	592.10	552.70	63.2%	102.5%	98.7%	93.3%	408	2.9	3.7	6.6
RPGAD	GREEN PARK'S HOUSE	Betts	710 - ADULT MENTAL ILLNESS		1530.00	1212.50	930.00	895.25	581.25	581.77	290.63	422.25	79.2%	96.3%	100.1%	145.3%	529	3.4	2.5	5.9
RPGAD	GREEN PARK'S HOUSE	Goddington	710 - ADULT MENTAL ILLNESS		1492.50	1280.00	930.00	1036.50	581.25	525.47	290.63	337.80	85.8%	111.5%	90.4%	116.2%	481	3.8	2.9	6.6
RPGAH	WOODLANDS	Lesney	710 - ADULT MENTAL ILLNESS		1560.00	1387.25	930.00	946.00	581.25	580.73	290.63	309.10	88.9%	101.7%	99.9%	106.4%	636	3.1	2.0	5.1
RPGAE	OXLEAS HOUSE	Maryon	710 - ADULT MENTAL ILLNESS		1530.00	1220.50	930.00	957.00	581.25	570.00	290.63	370.50	79.8%	102.9%	98.1%	127.5%	603	3.0	2.2	5.2
RPGAH	WOODLANDS	Milbrook	710 - ADULT MENTAL ILLNESS		1560.00	1433.00	930.00	1159.17	581.25	609.92	290.63	469.28	91.9%	124.6%	104.9%	161.5%	575	3.6	2.8	6.4
RPGAD	GREEN PARK'S HOUSE	Norman	710 - ADULT MENTAL ILLNESS		1492.50	1287.00	930.00	899.50	581.25	572.38	290.63	359.57	86.2%	96.7%	98.5%	123.7%	450	4.1	2.8	6.9
RPGAE	OXLEAS HOUSE	Shrewsbury	710 - ADULT MENTAL ILLNESS		1560.00	1037.50	930.00	1218.00	589.00	589.00	294.50	380.00	66.5%	131.0%	100.0%	129.0%	590	2.8	2.7	5.5
RPGAE	OXLEAS HOUSE	Tarn	710 - ADULT MENTAL ILLNESS		1627.50	1308.50	2025.00	2138.00	581.25	618.37	871.88	929.53	80.4%	105.6%	106.4%	106.6%	165	11.7	18.6	30.3
RPGFV	BEVAN INTERMEDIATE CARE UNIT	GICU	314 - REHABILITATION		1890.00	1814.50	1627.50	2291.00	620.00	910.00	620.00	1230.00	96.0%	140.8%	146.8%	198.4%	579	4.7	6.1	10.8
RPGFD	STEP UP, STEP DOWN	Bexley Meadowview	314 - REHABILITATION		1725.00	1573.67	1627.50	1589.50	930.00	750.00	930.00	1240.00	91.2%	97.7%	80.6%	133.3%	883	2.6	3.2	5.8
RPGHR	BELMARSH	Belmarsh	712 - FORENSIC PSYCHIATRY		1089.00	1181.75	748.00	459.00	341.00	341.00	0.00	66.00	108.5%	61.4%	100.0%	-	669	2.3	0.8	3.1
RPGHT	THAMESIDE	Thameside	712 - FORENSIC PSYCHIATRY		957.00	1056.50	748.00	574.00	356.50	264.00	0.00	88.00	110.4%	76.7%	74.1%	-	450	2.9	1.5	4.4

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAN	Goldie Leigh	Atlas House	700- Learning Disability

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
146	179	314	389	62	34	62	91	122.6%	123.9%	54.8%	146.8%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	27	12.7%	69	14.4%	Leave	6.3%	16.4%
Agency	0	0.0%	0	0.0%	Sickness	10.1%	2.4%
Bank Only	14	6.6%	50	10.4%	Study Day	4.9%	0.8%
Substantive	172	80.8%	361	75.2%	<b>Total</b>	<b>21.3%</b>	<b>19.6%</b>

  

Reasons for Temporary Staffing					Vacancy Information			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	32	2	99	9	Additional Clinical Services	-0.6	No Establishment	1
Sickness	2	0	7	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	0	1	3	1				
Mandatory Training	3	0	0	0				
Special	0	1	0	0				
<b>% Total</b>	<b>90.24%</b>	<b>9.76%</b>	<b>91.60%</b>	<b>8.40%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAE	Oxleas House	Avery	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
204	173	124	149	62	59	31	40	84.8%	120.2%	95.2%	129.0%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	46	19.8%	30	15.9%	Leave	7.8%	3.2%
Agency	3	1.3%	2	1.1%	Sickness	3.0%	10.6%
Bank Only	11	4.7%	27	14.3%	Study Day	2.1%	1.5%
Substantive	172	74.1%	130	68.8%	<b>Total</b>	<b>12.9%</b>	<b>15.3%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	51	2	27	1	Additional Clinical Services	-0.8	No Establishment	1
Sickness	2	2	13	0	Nursing and Midwifery Registered	5.3	No Establishment	2
Obs Above Ward Threshold	0	0	5	3				
Emergency AL	1	0	5	0				
Special	0	1	4	0				
Study Leave	0	1	1	0				
<b>% Total</b>	<b>90.00%</b>	<b>10.00%</b>	<b>93.22%</b>	<b>6.78%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAP	Barefoot Lodge	Barefoot Lodge	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
190	122	124	126	31	31	62	59	64.2%	101.6%	100.0%	95.2%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	10	6.5%	29	15.7%	Leave	15.4%	11.2%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	0	0.0%	29	15.7%	Study Day	5.9%	0.0%
Substantive	143	93.5%	127	68.6%	<b>Total</b>	<b>21.3%</b>	<b>11.2%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	8	2	39	11	Additional Clinical Services	0.0	No Establishment	0
Special	0	0	6	1	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	0	0	1	0				
<b>% Total</b>	<b>80.00%</b>	<b>20.00%</b>	<b>79.31%</b>	<b>20.69%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGHR	Belmarsh	Belmarsh Inpatient Unit	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
106	207	75	90	31	31	0	6	195.3%	120.0%	100.0%	-

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	36	15.1%	12	12.5%	Leave	12.5%	0.0%
Agency	0	0.0%	0	0.0%	Sickness	1.5%	0.0%
Bank Only	0	0.0%	22	22.9%	Study Day	4.0%	0.0%
Substantive	202	84.9%	62	64.6%	<b>Total</b>	<b>18.0%</b>	<b>0.0%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	0	2	12	10	Additional Clinical Services	-2.8	No Establishment	0
Obs Above Ward Threshold	6	4	7	5	Nursing and Midwifery Registered	-1.3	No Establishment	1
Mandatory Training	18	0	0	0				
Emergency AL	4	0	0	0				
Study Leave	0	2	0	0				
<b>% Total</b>	<b>77.78%</b>	<b>22.22%</b>	<b>55.88%</b>	<b>44.12%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAD	Green Park's House	Betts	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
204	168	124	128	62	62	31	45	82.4%	103.2%	100.0%	145.2%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	63	27.4%	19	11.0%	Leave	10.4%	11.0%
Agency	34	14.8%	1	0.6%	Sickness	3.9%	0.0%
Bank Only	26	11.3%	18	10.4%	Study Day	2.9%	1.2%
Substantive	107	46.5%	135	78.0%	<b>Total</b>	<b>17.2%</b>	<b>12.2%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	116	3	14	1	Additional Clinical Services	0.6	No Establishment	1
Obs Above Ward Threshold	0	0	13	2	Nursing and Midwifery Registered	8.4	No Establishment	2
Special	0	0	5	1				
Sickness	2	2	0	0				
Emergency AL	0	0	2	0				
<b>% Total</b>	<b>95.93%</b>	<b>4.07%</b>	<b>89.47%</b>	<b>10.53%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGFD	Queen Mary's	Bexley Meadowview	314 - Rehabilitation

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
230	230	217	234	93	75	93	124	100.0%	107.8%	80.6%	133.3%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	39	12.8%	30	8.4%	Leave	15.7%	11.6%
Agency	5	1.6%	3	0.8%	Sickness	3.2%	3.5%
Bank Only	11	3.6%	10	2.8%	Study Day	0.5%	0.2%
Substantive	250	82.0%	315	88.0%	<b>Total</b>	<b>19.4%</b>	<b>15.3%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	32	2	31	2	Additional Clinical Services	1.6	No Establishment	0
Emergency AL	1	6	8	1	Nursing and Midwifery Registered	1.6	No Establishment	0
Sickness	12	0	1	0				
OOH Temporary Staffing Use only	0	1	0	0				
<b>% Total</b>	<b>83.33%</b>	<b>16.67%</b>	<b>93.02%</b>	<b>6.98%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAB	Joydens & Birchwood	Birchwood	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
89	93	146	115	31	30	31	32	104.5%	78.8%	96.8%	103.2%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	4	3.3%	30	20.4%	Leave	21.8%	19.2%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	6	4.9%	9	6.1%	Study Day	0.0%	1.3%
Substantive	113	91.9%	108	73.5%	<b>Total</b>	<b>21.8%</b>	<b>20.5%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	7	0	26	9	Additional Clinical Services	4.0	No Establishment	3
Emergency AL	3	0	0	0	Nursing and Midwifery Registered	1.0	No Establishment	1
Sickness	0	0	2	0				
Mandatory Training	0	0	0	1				
Planned Escort for Ext Appt	0	0	0	1				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>71.79%</b>	<b>28.21%</b>				



Site Code	Hospital Site Name	Ward Name	Speciality
RPGGP	1 Wensley Close	Bluebell House	420 - Paediatrics

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
58	74	95	90	19	19	22	26	127.6%	94.7%	100.0%	118.2%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	4	4.3%	3	2.6%	Leave	0.0%	0.0%
Agency	3	3.2%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	5	5.4%	19	16.4%	Study Day	0.0%	0.0%
Substantive	81	87.1%	94	81.0%	<b>Total</b>	<b>0.0%</b>	<b>0.0%</b>

  

Reasons for Temporary Staffing					Vacancy Information			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	10	1	19	3	Additional Clinical Services	0.0	No Establishment	0
Sickness	0	1	0	0	Nursing and Midwifery Registered	0.0	No Establishment	0
<b>% Total</b>	<b>83.33%</b>	<b>16.67%</b>	<b>86.36%</b>	<b>13.64%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAB	Bracton	Burgess	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	156	208	266	31	62	62	85	103.3%	127.9%	200.0%	137.1%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	26	11.9%	76	21.7%	Leave	17.2%	14.6%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	0	0.0%	83	23.6%	Study Day	1.0%	2.7%
Substantive	192	88.1%	192	54.7%	<b>Total</b>	<b>18.2%</b>	<b>17.3%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Obs Above Ward Threshold	0	6	37	57	Additional Clinical Services	2.6	No Establishment	3
Estab Vacancies	9	6	31	5	Nursing and Midwifery Registered	2.0	No Establishment	1
Planned Escort for Ext Appt	0	4	13	10				
Emergency AL	0	1	3	0				
Special	0	0	2	1				
<b>% Total</b>	<b>34.62%</b>	<b>65.38%</b>	<b>54.09%</b>	<b>45.91%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAB	Bracton	Crofton	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	188	208	303	62	58	62	108	124.5%	145.7%	93.5%	174.2%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	46	18.7%	71	17.3%	Leave	15.8%	16.5%
Agency	0	0.0%	0	0.0%	Sickness	2.0%	1.1%
Bank Only	3	1.2%	108	26.3%	Study Day	1.9%	0.0%
Substantive	197	80.1%	232	56.4%	<b>Total</b>	<b>19.7%</b>	<b>17.6%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	6	16	24	60	Additional Clinical Services	-0.6	No Establishment	2
Obs Above Ward Threshold	10	7	35	45	Nursing and Midwifery Registered	1.0	No Establishment	9
Planned Escort for Ext Appt	4	3	2	4				
Sickness	0	0	4	0				
Obs General Hospital	0	0	3	0				
Mandatory Training	0	2	0	0				
OOH Temporary Staffing Use only	0	0	0	1				
<b>% Total</b>	<b>41.67%</b>	<b>58.33%</b>	<b>38.20%</b>	<b>61.80%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAB	Bracton	Danson	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	146	177	212	31	31	62	65	96.7%	119.8%	100.0%	104.8%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	10	5.6%	38	13.7%	Leave	12.0%	21.3%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	1.8%
Bank Only	15	8.5%	59	21.3%	Study Day	4.5%	3.1%
Substantive	152	85.9%	180	65.0%	<b>Total</b>	<b>16.5%</b>	<b>26.2%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	25	0	97	0	Additional Clinical Services	7.5	No Establishment	3
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>100.00%</b>	<b>0.00%</b>	Nursing and Midwifery Registered	1.4	No Establishment	2

Site Code	Hospital Site Name	Ward Name	Speciality
RPGFV	Eltham Community Hospital	Greenwich Intermediate Care Unit (GICU)	314 - Rehabilitation

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
252	281	217	357	62	91	62	123	111.5%	164.5%	146.8%	198.4%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	35	9.4%	27	5.6%	Leave	10.7%	12.3%
Agency	20	5.4%	0	0.0%	Sickness	2.8%	8.0%
Bank Only	2	0.5%	10	2.1%	Study Day	1.4%	0.6%
Substantive	315	84.7%	443	92.3%	<b>Total</b>	<b>14.9%</b>	<b>20.9%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	40	6	16	2	Additional Clinical Services	0.0	No Establishment	0
Sickness	7	1	19	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	3	0	0	0				
<b>% Total</b>	<b>87.72%</b>	<b>12.28%</b>	<b>94.59%</b>	<b>5.41%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAD	Green Park's House	Goddington	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
199	187	124	150	62	56	31	36	94.0%	121.0%	90.3%	116.1%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	41	16.9%	6	3.2%	Leave	21.3%	9.0%
Agency	49	20.2%	6	3.2%	Sickness	4.7%	11.5%
Bank Only	20	8.2%	2	1.1%	Study Day	4.9%	0.4%
Substantive	133	54.7%	172	92.5%	<b>Total</b>	<b>30.9%</b>	<b>20.9%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	96	8	0	2	Additional Clinical Services	-0.4	No Establishment	0
Sickness	6	0	6	2	Nursing and Midwifery Registered	5.4	No Establishment	2
Obs Above Ward Threshold	0	0	1	1				
<b>% Total</b>	<b>92.73%</b>	<b>7.27%</b>	<b>58.33%</b>	<b>41.67%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAG	Hazelwood	Greenwood	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	169	208	199	62	34	62	65	111.9%	95.7%	54.8%	104.8%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	13	6.4%	23	8.7%	Leave	9.8%	18.2%
Agency	0	0.0%	0	0.0%	Sickness	3.4%	1.3%
Bank Only	0	0.0%	19	7.2%	Study Day	2.4%	1.1%
Substantive	190	93.6%	222	84.1%	<b>Total</b>	<b>15.6%</b>	<b>20.6%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	1	9	4	31	Additional Clinical Services	2.6	No Establishment	3
Sickness	1	1	0	4	Nursing and Midwifery Registered	2.4	No Establishment	2
Planned Escort for Ext Appt	0	1	0	3				
<b>% Total</b>	<b>15.38%</b>	<b>84.62%</b>	<b>9.52%</b>	<b>90.48%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAG	Greenwood	Hazelwood	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	171	208	171	62	54	62	67	113.2%	82.2%	87.1%	108.1%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	8	3.6%	33	13.9%	Leave	7.2%	11.8%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	13.0%
Bank Only	0	0.0%	24	10.1%	Study Day	4.0%	7.2%
Substantive	217	96.4%	181	76.1%	<b>Total</b>	<b>11.2%</b>	<b>32.0%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	1	5	27	16	Additional Clinical Services	2.2	No Establishment	0
Sickness	1	0	5	2	Nursing and Midwifery Registered	4.4	No Establishment	3
Obs Above Ward Threshold	0	1	6	1				
<b>% Total</b>	<b>25.00%</b>	<b>75.00%</b>	<b>66.67%</b>	<b>33.33%</b>				



Site Code	Hospital Site Name	Ward Name	Speciality
RPGAB	Bracton	Heath	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	162	261	270	31	31	62	69	107.3%	103.4%	100.0%	111.3%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	44	22.8%	62	18.3%	Leave	14.4%	9.7%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	2.2%
Bank Only	14	7.3%	31	9.1%	Study Day	5.9%	1.8%
Substantive	135	69.9%	246	72.6%	<b>Total</b>	<b>20.3%</b>	<b>13.7%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	31	4	25	7	Additional Clinical Services	0.3	No Establishment	2
Obs Above Ward Threshold	2	2	16	2	Nursing and Midwifery Registered	2.6	No Establishment	2
Sickness	14	1	4	0				
Maternity Leave	0	0	17	1				
Special	0	0	11	3				
Planned Escort for Ext Appt	2	2	4	0				
Study Leave	0	0	1	1				
Emergency AL	0	0	1	0				
<b>% Total</b>	<b>84.48%</b>	<b>15.52%</b>	<b>84.95%</b>	<b>15.05%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAH	Woodlands	Holbrook	715 - Old Age Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
170	150	323	386	62	57	155	195	88.2%	119.5%	91.9%	125.8%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	8	3.9%	38	6.5%	Leave	13.4%	15.8%
Agency	2	1.0%	34	5.9%	Sickness	7.8%	12.3%
Bank Only	4	1.9%	185	31.8%	Study Day	5.1%	0.4%
Substantive	193	93.2%	324	55.8%	<b>Total</b>	<b>26.3%</b>	<b>28.5%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	11	1	95	7	Additional Clinical Services	0.7	No Establishment	0
Obs Above Ward Threshold	0	0	109	2	Nursing and Midwifery Registered	3.5	No Establishment	0
Sickness	2	0	19	1				
Maternity Leave	0	0	12	0				
Obs General Hospital	0	0	5	1				
OOH Temporary Staffing Use only	0	0	0	5				
Emergency AL	0	0	1	0				
<b>% Total</b>	<b>92.86%</b>	<b>7.14%</b>	<b>93.77%</b>	<b>6.23%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAB	Joydens & Birchwood	Joydens	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	128	208	274	31	31	62	89	84.8%	131.7%	100.0%	143.5%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	35	22.0%	68	18.7%	Leave	12.4%	13.4%
Agency	0	0.0%	0	0.0%	Sickness	10.9%	11.8%
Bank Only	20	12.6%	116	32.0%	Study Day	0.6%	5.4%
Substantive	104	65.4%	179	49.3%	<b>Total</b>	<b>23.9%</b>	<b>30.6%</b>

  

Reasons for Temporary Staffing					Vacancy Information			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	25	24	30	28	Additional Clinical Services	3.8	No Establishment	4
Obs Above Ward Threshold	2	1	60	34	Nursing and Midwifery Registered	3.8	No Establishment	1
Sickness	3	0	10	17				
Emergency AL	0	0	2	0				
Planned Escort for Ext Appt	0	0	0	2				
Special	0	0	1	0				
<b>% Total</b>	<b>54.55%</b>	<b>45.45%</b>	<b>55.98%</b>	<b>44.02%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAH	Woodlands	Lesney	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
208	187	124	130	62	62	31	33	89.9%	104.8%	100.0%	106.5%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	31	12.4%	3	1.8%	Leave	4.7%	10.8%
Agency	10	4.0%	3	1.8%	Sickness	2.5%	0.0%
Bank Only	23	9.2%	7	4.3%	Study Day	4.3%	0.0%
Substantive	185	74.3%	150	92.0%	<b>Total</b>	<b>11.5%</b>	<b>10.8%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	51	2	6	1	Additional Clinical Services	0.4	No Establishment	0
Emergency AL	8	0	1	0	Nursing and Midwifery Registered	3.6	No Establishment	1
Obs Above Ward Threshold	0	0	3	0				
Study Leave	2	0	0	0				
Sickness	1	0	0	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>96.88%</b>	<b>3.13%</b>	<b>91.67%</b>	<b>8.33%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAE	Oxleas House	Marvon	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
204	178	124	141	62	60	31	39	87.3%	113.7%	96.8%	125.8%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	34	14.3%	18	10.0%	Leave	13.0%	5.3%
Agency	0	0.0%	0	0.0%	Sickness	0.9%	1.3%
Bank Only	70	29.4%	49	27.2%	Study Day	8.1%	4.5%
Substantive	134	56.3%	113	62.8%	<b>Total</b>	<b>22.0%</b>	<b>11.1%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	90	11	36	7	Additional Clinical Services	3.2	No Establishment	3
Obs Above Ward Threshold	0	0	8	2	Nursing and Midwifery Registered	7.3	No Establishment	4
Obs General Hospital	1	0	1	7				
Sickness	1	1	6	0				
<b>% Total</b>	<b>88.46%</b>	<b>11.54%</b>	<b>76.12%</b>	<b>23.88%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAH	Woodlands	Milbrook	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
208	203	124	159	62	65	31	51	97.6%	128.2%	104.8%	164.5%

**Staff Utilisation**

Type	Registered Nurses		Unregistered	
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts
Substantive Bank	12	4.5%	14	6.7%
Agency	18	6.7%	18	8.6%
Bank Only	72	26.9%	58	27.6%
Substantive	166	61.9%	120	57.1%

**Non-Effective Reasons (Headroom)**

Non-Effective Reasons	Registered	Unregistered
Leave	12.5%	16.3%
Sickness	7.7%	6.3%
Study Day	5.3%	0.0%
<b>Total</b>	<b>25.5%</b>	<b>22.6%</b>

**Reasons for Temporary Staffing**

Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses	
	Before Shift	After Shift	Before Shift	After Shift
Estab Vacancies	67	2	16	2
Obs General Hospital	21	1	25	1
Obs Above Ward Threshold	2	0	22	7
Sickness	0	0	10	0
ECT	8	0	1	0
OOH Temporary Staffing Use only	0	0	0	2
Special	0	1	0	0
<b>% Total</b>	<b>96.08%</b>	<b>3.92%</b>	<b>86.05%</b>	<b>13.95%</b>

**Vacancy Information**

Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
Additional Clinical Services	0.8	No Establishment	0
Nursing and Midwifery Registered	3.1	No Establishment	9

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAD	Green Park's House	Norman	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
199	186	124	128	62	61	31	38	93.5%	103.2%	98.4%	122.6%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	19	7.7%	22	13.3%	Leave	11.5%	18.9%
Agency	44	17.8%	9	5.4%	Sickness	2.8%	0.0%
Bank Only	18	7.3%	24	14.5%	Study Day	1.0%	0.0%
Substantive	166	67.2%	111	66.9%	<b>Total</b>	<b>15.3%</b>	<b>18.9%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	71	2	29	3	Additional Clinical Services	-0.2	No Establishment	0.6
Emergency AL	2	0	8	1	Nursing and Midwifery Registered	4.6	No Establishment	1
Special	4	0	6	1				
Sickness	1	0	2	0				
Obs Above Ward Threshold	0	0	0	3				
Planned Escort for Ext Appt	0	0	1	0				
Un-Planned Escort for Ext Appt	0	1	0	0				
<b>% Total</b>	<b>96.30%</b>	<b>3.70%</b>	<b>85.19%</b>	<b>14.81%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAG	Memorial Hospital	Oaktree Lodge	715 - Old Age Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
146	156	198	174	62	62	93	69	106.8%	87.9%	100.0%	74.2%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	40	18.3%	22	9.1%	Leave	11.4%	9.7%
Agency	1	0.5%	0	0.0%	Sickness	3.4%	4.1%
Bank Only	24	11.0%	18	7.4%	Study Day	1.2%	0.0%
Substantive	153	70.2%	203	83.5%	<b>Total</b>	<b>16.0%</b>	<b>13.8%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	52	0	18	1	Additional Clinical Services	1.3	No Establishment	1
Planned Escort for Ext Appt	7	2	9	5	Nursing and Midwifery Registered	2.0	No Establishment	3
Sickness	3	0	5	0				
Obs Above Ward Threshold	0	0	1	0				
Study Leave	0	0	1	0				
ECT	1	0	0	0				
<b>% Total</b>	<b>96.92%</b>	<b>3.08%</b>	<b>85.00%</b>	<b>15.00%</b>				



Site Code	Hospital Site Name	Ward Name	Speciality
RPGAD	Green Park's House	Scadbury	715 - Old Age Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
159	153	217	205	62	63	62	59	96.2%	94.5%	101.6%	95.2%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	9	4.2%	26	9.8%	Leave	14.1%	12.6%
Agency	1	0.5%	0	0.0%	Sickness	0.0%	3.6%
Bank Only	7	3.2%	2	0.8%	Study Day	1.0%	1.5%
Substantive	199	92.1%	236	89.4%	<b>Total</b>	<b>15.1%</b>	<b>17.7%</b>

  

Reasons for Temporary Staffing					Vacancy Information			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Mandatory Training	9	0	7	0	Additional Clinical Services	-1.9	No Establishment	0
Emergency AL	7	0	3	0	Nursing and Midwifery Registered	0.3	No Establishment	0
Estab Vacancies	1	0	6	1				
Sickness	0	0	4	2				
Planned Escort for Ext Appt	0	0	0	2				
Study Leave	0	0	1	0				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>80.77%</b>	<b>19.23%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAE	Oxleas House	Shepherdleas	715 - Old Age Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
155	143	155	183	62	62	31	38	92.3%	118.1%	100.0%	122.6%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	35	17.1%	11	5.0%	Leave	6.0%	19.3%
Agency	5	2.4%	4	1.8%	Sickness	7.3%	0.4%
Bank Only	19	9.3%	33	14.9%	Study Day	4.8%	1.0%
Substantive	146	71.2%	173	78.3%	<b>Total</b>	<b>18.1%</b>	<b>20.7%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	38	1	28	0	Additional Clinical Services	0.0	No Establishment	0
Sickness	13	0	2	1	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	4	0	4	0				
Obs General Hospital	0	0	4	2				
Obs Above Ward Threshold	0	0	3	1				
ECT	2	0	2	0				
Study Leave	1	0	1	0				
<b>% Total</b>	<b>98.31%</b>	<b>1.69%</b>	<b>91.67%</b>	<b>8.33%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAE	Oxleas House	Shrewsbury	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
208	153	124	180	62	62	31	40	73.6%	145.2%	100.0%	129.0%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	28	13.0%	18	8.2%	Leave	7.1%	15.1%
Agency	6	2.8%	15	6.8%	Sickness	0.6%	2.1%
Bank Only	13	6.0%	31	14.1%	Study Day	0.5%	0.0%
Substantive	168	78.1%	156	70.9%	<b>Total</b>	<b>8.2%</b>	<b>17.2%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	43	1	32	11	Additional Clinical Services	0.0	No Establishment	0
OOH Temporary Staffing Use only	0	1	0	13	Nursing and Midwifery Registered	0.0	No Establishment	0
Obs Above Ward Threshold	0	0	1	2				
Emergency AL	2	0	0	0				
Sickness	0	0	2	0				
Mandatory Training	0	0	2	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>95.74%</b>	<b>4.26%</b>	<b>59.38%</b>	<b>40.63%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAE	Oxleas House	Tarn	710 - Adult Mental Illness

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
217	195	270	323	62	66	93	100	89.9%	119.6%	106.5%	107.5%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	45	17.2%	52	12.3%	Leave	7.1%	8.5%
Agency	2	0.8%	4	0.9%	Sickness	0.0%	7.8%
Bank Only	48	18.4%	106	25.1%	Study Day	6.9%	1.7%
Substantive	166	63.6%	261	61.7%	<b>Total</b>	<b>14.0%</b>	<b>18.0%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	86	0	73	11	Additional Clinical Services	7.6	No Establishment	1
Obs Above Ward Threshold	5	2	43	6	Nursing and Midwifery Registered	6.2	No Establishment	0
Sickness	0	0	18	0				
Emergency AL	0	0	6	0				
OOH Temporary Staffing Use only	0	0	0	3				
Special	0	2	0	0				
Planned Escort for Ext Appt	0	0	2	0				
<b>% Total</b>	<b>95.79%</b>	<b>4.21%</b>	<b>87.65%</b>	<b>12.35%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGHT	Thameside	Thameside Inpatient Unit	712 - Forensic Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
94	185	75	106	31	24	0	8	196.8%	141.3%	77.4%	-

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	32	15.3%	20	17.5%	Leave	0.9%	0.0%
Agency	0	0.0%	0	0.0%	Sickness	16.9%	24.8%
Bank Only	35	16.7%	14	12.3%	Study Day	0.6%	1.6%
Substantive	142	67.9%	80	70.2%	<b>Total</b>	<b>18.4%</b>	<b>26.4%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	64	0	28	0	Additional Clinical Services	-4.0	No Establishment	0
Sickness	3	0	4	0	Nursing and Midwifery Registered	3.3	No Establishment	0
Special	0	0	0	2				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>94.12%</b>	<b>5.88%</b>				