

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)			
					Registered midwives/nurses		Care Staff		Registered midwives/nurses		Care Staff		Average fill rate - registered nurses/ midwives (%)	Average fill rate - care staff (%)	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
Site code *The Site code is automatically populated when a Site name is selected	Hospital Site name		Specialty 1	Specialty 2	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours								
RPGAB	BRACTON	Crofton	712 - FORENSIC PSYCHIATRY		1087.50	1466.75	1507.50	2113.50	562.50	572.38	562.50	1052.83	134.9%	140.2%	101.8%	187.2%	469	4.3	6.8	11.1
RPGAB	BRACTON	Burgess	712 - FORENSIC PSYCHIATRY		1087.50	1124.08	1507.50	1543.00	281.25	527.25	562.50	628.30	103.4%	102.4%	187.5%	111.7%	458	3.6	4.7	8.3
RPGAB	BRACTON	Danson	712 - FORENSIC PSYCHIATRY		1087.50	1278.33	1275.00	1777.17	281.25	387.10	562.50	770.30	117.5%	139.4%	137.6%	136.9%	510	3.3	5.0	8.3
RPGAB	BRACTON	Heath	712 - FORENSIC PSYCHIATRY		1087.50	1097.50	1890.00	1720.77	281.25	281.50	562.50	572.38	100.9%	91.0%	100.1%	101.8%	480	2.9	4.8	7.7
RPGAB	BRACTON	Joydens	712 - FORENSIC PSYCHIATRY		1087.50	1092.00	1507.50	2060.42	281.25	280.75	562.50	1040.67	100.4%	136.7%	99.8%	185.0%	385	3.6	8.1	11.6
RPGAB	BRACTON	Birchwood	712 - FORENSIC PSYCHIATRY		637.50	727.42	1057.50	752.67	281.25	281.50	281.25	281.50	114.1%	71.2%	100.1%	100.1%	374	2.7	2.8	5.5
RPGAG	MEMORIAL HOSPITAL	Hazelwood	712 - FORENSIC PSYCHIATRY		1087.50	980.50	1507.50	1252.00	562.50	477.73	562.50	552.67	90.2%	83.1%	84.9%	98.3%	446	3.3	4.0	7.3
RPGAG	MEMORIAL HOSPITAL	Greenwood	712 - FORENSIC PSYCHIATRY		1087.50	1123.87	1507.50	1434.75	562.50	290.37	562.50	833.63	103.3%	95.2%	51.6%	148.2%	450	3.1	5.0	8.2
RPGAG	MEMORIAL HOSPITAL	Oaktree Lodge	715 - OLD AGE PSYCHIATRY		1057.50	979.25	1455.00	1154.00	562.50	553.62	843.75	572.50	92.6%	79.3%	98.4%	67.9%	360	4.3	4.8	9.1
RPGAD	GREEN PARK'S HOUSE	Scadbury Ward	715 - OLD AGE PSYCHIATRY		1147.50	1136.97	1575.00	1452.63	562.50	573.38	562.50	553.62	99.1%	92.2%	101.9%	98.4%	570	3.0	3.5	6.5
RPGA	OXLEAS HOUSE	Shepherdleas Ward	715 - OLD AGE PSYCHIATRY		1125.00	1017.58	1125.00	1189.35	562.50	552.13	281.25	365.05	90.5%	105.7%	98.2%	129.8%	517	3.0	3.0	6.0
RPGA	WOODLANDS	Holbrook	715 - OLD AGE PSYCHIATRY		1207.50	1114.50	2340.00	2653.33	562.50	537.85	1406.25	2010.70	92.3%	113.4%	95.6%	143.0%	540	3.1	8.6	11.7
RPGGP	1 WENSLEY CLOSE	Bluebell House	420 - PAEDIATRICS		315.00	375.00	517.50	525.00	150.00	160.00	170.00	220.00	119.0%	101.4%	106.7%	129.4%	47	11.4	15.9	27.2
RPGAN	GOLDIE LEIGH	Atlas House	700 - LEARNING DISABILITY		1057.50	1112.00	2272.50	2887.00	570.00	303.75	570.00	883.25	105.2%	127.0%	53.3%	155.0%	272	5.2	13.9	19.1
RPGA	OXLEAS HOUSE	Avery	710 - ADULT MENTAL ILLNESS		1470.00	1184.00	900.00	966.50	562.50	551.00	281.25	325.00	80.5%	107.4%	98.0%	115.6%	566	3.1	2.3	5.3
RPGAP	BAREFOOT LODGE	Barefoot	710 - ADULT MENTAL ILLNESS		1357.50	859.50	900.00	811.00	286.50	286.50	573.00	572.75	63.3%	90.1%	100.0%	100.0%	408	2.8	3.4	6.2
RPGAD	GREEN PARK'S HOUSE	Betts	710 - ADULT MENTAL ILLNESS		1470.00	1223.00	900.00	768.00	562.50	563.00	281.25	272.12	83.2%	85.3%	100.1%	96.8%	529	3.4	2.0	5.3
RPGAD	GREEN PARK'S HOUSE	Goddington	710 - ADULT MENTAL ILLNESS		1440.00	1120.00	900.00	1125.00	562.50	534.85	281.25	328.42	77.8%	125.0%	95.1%	116.8%	481	3.4	3.0	6.5
RPGA	WOODLANDS	Lesney	710 - ADULT MENTAL ILLNESS		1507.50	1411.80	900.00	885.75	562.50	554.63	281.25	290.37	93.7%	98.4%	98.6%	103.2%	636	3.1	1.8	4.9
RPGA	OXLEAS HOUSE	Maryon	710 - ADULT MENTAL ILLNESS		1477.50	1137.50	900.00	921.50	562.50	532.00	281.25	342.00	77.0%	102.4%	94.6%	121.6%	603	2.8	2.1	4.9
RPGA	WOODLANDS	Milbrook	710 - ADULT MENTAL ILLNESS		1507.50	1254.50	900.00	1372.50	562.50	562.00	281.25	517.08	83.2%	152.5%	99.9%	183.9%	575	3.2	3.3	6.4
RPGAD	GREEN PARK'S HOUSE	Norman	710 - ADULT MENTAL ILLNESS		1447.50	1149.50	900.00	839.00	562.50	581.77	281.25	292.38	79.4%	93.2%	103.4%	104.0%	450	3.8	2.5	6.4
RPGA	OXLEAS HOUSE	Shrewsbury	710 - ADULT MENTAL ILLNESS		1507.50	915.50	900.00	1180.00	570.00	570.00	285.00	324.75	60.7%	131.1%	100.0%	113.9%	590	2.5	2.6	5.1
RPGA	OXLEAS HOUSE	Tarn	710 - ADULT MENTAL ILLNESS		1567.50	1280.97	1957.50	2272.50	562.50	571.37	843.75	1283.98	81.7%	116.1%	101.6%	152.2%	165	11.2	21.6	32.8
RPGFV	BEVAN INTERMEDIATE CARE UNIT	GICU	314 - REHABILITATION		1822.50	1815.98	1575.00	2312.00	600.00	900.00	600.00	1130.00	99.6%	146.8%	150.0%	188.3%	579	4.7	5.9	10.6
RPGFD	STEP UP_STEP DOWN	Bexley Meadowview	314 - REHABILITATION		1665.00	1312.00	1575.00	1465.75	900.00	720.00	900.00	1210.00	78.8%	93.1%	80.0%	134.4%	883	2.3	3.0	5.3
RPGHR	BELMARSH	Belmarsh	712 - FORENSIC PSYCHIATRY		1048.50	1119.30	718.50	638.00	330.00	330.00	0.00	328.50	106.8%	88.8%	100.0%	-	669	2.2	1.4	3.6
RPGHT	THAMESIDE	Thameside	712 - FORENSIC PSYCHIATRY		905.50	1068.50	718.50	561.00	345.00	275.00	0.00	33.00	118.0%	78.1%	79.7%	-	450	3.0	1.3	4.3

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				
141	155	303	407	60	32	60	93	109.9%	134.3%	53.3%	155.0%

<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	16	8.6%	41	8.2%	Leave	13.7%	12.9%
Agency	0	0.0%	0	0.0%	Sickness	2.4%	0.0%
Bank Only	6	3.2%	8	1.6%	Study Day	2.8%	0.0%
Substantive	165	88.2%	451	90.2%	Total	18.9%	12.9%

<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	45	2	99	3	Additional Clinical Services	0.0	No Establishment	0
Emergency AL	2	0	6	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Special	1	0	2	0				
Mandatory Training	0	0	0	1				
% Total	96.00%	4.00%	96.40%	3.60%				

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				
196	177	120	141	60	58	30	35	90.3%	117.5%	96.7%	116.7%

<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	13.6%	17	9.7%	Leave	10.4%	20.4%
Agency	4	1.7%	1	0.6%	Sickness	0.8%	2.6%
Bank Only	15	6.4%	25	14.2%	Study Day	3.0%	4.7%
Substantive	184	78.3%	133	75.6%	Total	14.2%	27.7%

<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	2	55	3	Additional Clinical Services	0.0	No Establishment	0
Emergency AL	3	0	11	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Study Leave	5	0	0	0				
Sickness	0	1	2	0				
Mandatory Training	0	0	3	0				
Obs Above Ward Threshold	0	0	1	1				
Special	0	2	0	0				
OOH Temporary Staffing Use only	0	0	0	2				
Obs General Hospital	0	0	0	1				
Planned Escort for Ext Appt	0	0	0	1				
% Total	93.51%	6.49%	90.00%	10.00%				

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				
181	114	120	103	30	30	60	60	63.0%	85.8%	100.0%	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	5	3.5%	13	8.0%	Leave	10.4%	20.4%
Agency	0	0.0%	0	0.0%	Sickness	2.5%	7.2%
Bank Only	0	0.0%	16	9.8%	Study Day	7.6%	0.0%
Substantive	139	96.5%	134	82.2%	Total	20.5%	27.6%

<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	0	32	1	Additional Clinical Services	0.0	No Establishment	0
Special	0	1	9	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	0	0	9	1				
Emergency AL	2	1	0	0				
Study Leave	1	1	0	0				
Planned Escort for Ext Appt	0	0	1	0				
% Total	50.00%	50.00%	92.73%	7.27%				

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				
102	197	72	122	30	30	0	30	193.1%	169.4%	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	12	5.3%	8	5.3%	Leave	14.1%	0.0%
Agency	0	0.0%	0	0.0%	Sickness	4.7%	0.0%
Bank Only	0	0.0%	34	22.4%	Study Day	3.0%	0.0%
Substantive	215	94.7%	110	72.4%	Total	21.8%	0.0%

<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	2	64	11	Additional Clinical Services	0.0	No Establishment	0
Estab Vacancies	16	8	13	4	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	6	4	0	0				
% Total	61.11%	38.89%	83.70%	16.30%				

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				
196	173	120	110	60	60	30	29	88.3%	91.7%	100.0%	96.7%

<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	20	8.6%	8	5.8%	Leave	10.0%	9.7%
Agency	10	4.3%	0	0.0%	Sickness	3.6%	7.2%
Bank Only	13	5.6%	4	2.9%	Study Day	2.0%	2.3%
Substantive	190	81.5%	127	91.4%	Total	15.6%	19.2%

<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	107	2	9	0	Additional Clinical Services	0.0	No Establishment	0
Sickness	3	1	9	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Special	0	0	2	0				
% Total	97.35%	2.65%	90.91%	9.09%				

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				
222	197	210	218	90	72	90	121	88.7%	103.8%	80.0%	134.4%

<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	13	4.8%	10	2.9%	Leave	10.5%	11.0%
Agency	4	1.5%	3	0.9%	Sickness	0.3%	5.4%
Bank Only	4	1.5%	4	1.2%	Study Day	0.7%	0.6%
Substantive	248	92.2%	322	95.0%	Total	11.5%	17.0%

<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	27	4	20	3	Additional Clinical Services	0.0	No Establishment	0
Sickness	0	2	8	1	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	1	0	6	1				
OOH Temporary Staffing Use only	0	0	0	1				
% Total	82.35%	17.65%	85.00%	15.00%				

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				
85	102	141	108	30	30	30	30	120.0%	76.6%	100.0%	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	2	1.5%	7	5.1%	Leave	3.9%	12.9%
Agency	0	0.0%	0	0.0%	Sickness	2.3%	0.7%
Bank Only	0	0.0%	2	1.4%	Study Day	3.1%	0.7%
Substantive	130	98.5%	129	93.5%	Total	9.3%	14.3%

<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	2	1	6	6	Additional Clinical Services	0.0	No Establishment	0
Emergency AL	0	0	2	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Planned Escort for Ext Appt	0	0	0	2				
Sickness	1	0	0	0				
% Total	75.00%	25.00%	50.00%	50.00%				

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				
42	50	69	70	15	16	17	22	119.0%	101.4%	106.7%	129.4%

<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	3	4.5%	3	3.3%	Leave	0.0%	0.0%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	1	1.5%	11	12.0%	Study Day	0.0%	0.0%
Substantive	62	93.9%	78	84.8%	Total	0.0%	0.0%

<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	0	20	1	Additional Clinical Services	0.0	No Establishment	0
OOH Temporary Staffing Use only	0	1	0	0	Nursing and Midwifery Registered	0.0	No Establishment	0
% Total	91.67%	8.33%	95.24%	4.76%				

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				
145	158	201	217	30	56	60	67	109.0%	108.0%	186.7%	111.7%

<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	6	2.8%	24	8.5%	Leave	10.7%	12.2%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.7%
Bank Only	0	0.0%	8	2.8%	Study Day	2.8%	3.3%
Substantive	208	97.2%	252	88.7%	Total	13.5%	16.2%

<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	9	4	42	11	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	2	0	16	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Planned Escort for Ext Appt	1	1	6	3				
Emergency AL	0	1	1	1				
Sickness	0	0	0	1				
Special	0	1	0	0				
% Total	63.16%	36.84%	80.25%	19.75%				

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				
145	203	201	293	60	61	60	113	140.0%	145.8%	101.7%	188.3%

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	15	5.7%	22	5.4%	Leave	7.0%	14.7%
Agency	0	0.0%	0	0.0%	Sickness	1.5%	1.0%
Bank Only	0	0.0%	41	10.1%	Study Day	3.1%	0.3%
Substantive	249	94.3%	343	84.5%	Total	11.6%	16.0%

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				
Obs Above Ward Threshold	13	6	93	52	Additional Clinical Services	0.0	No Establishment	0
Estab Vacancies	1	11	2	7	Nursing and Midwifery Registered	0.0	No Establishment	0
Planned Escort for Ext Appt	1	0	0	2				
Mandatory Training	1	0	0	1				
Emergency AL	0	1	0	0				
Sickness	0	0	1	0				
Study Leave	1	0	0	0				
% Total	48.57%	51.43%	60.76%	39.24%				

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				
145	172	170	247	30	41	60	82	118.6%	145.3%	136.7%	136.7%

<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	12.2%	29	8.8%	Leave	15.2%	14.8%
Agency	0	0.0%	0	0.0%	Sickness	7.8%	1.7%
Bank Only	15	7.0%	53	16.1%	Study Day	0.0%	1.2%
Substantive	172	80.8%	247	75.1%	Total	23.0%	17.7%

<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	30	8	106	5	Additional Clinical Services	0.0	No Establishment	0
Obs General Hospital	21	0	46	3	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	0	0	3	0				
Planned Escort for Ext Appt	0	0	1	0				
% Total	86.44%	13.56%	95.12%	4.88%				

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				
243	280	210	356	60	90	60	113	115.2%	169.5%	150.0%	188.3%

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	16	4.3%	16	3.4%	Leave	6.8%	11.3%
Agency	0	0.0%	2	0.4%	Sickness	1.3%	9.0%
Bank Only	2	0.5%	5	1.1%	Study Day	2.7%	1.2%
Substantive	352	95.1%	446	95.1%	Total	10.8%	21.5%

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	47	0	22	4	Additional Clinical Services	0.0	No Establishment	0
Sickness	3	0	9	4	Nursing and Midwifery Registered	0.0	No Establishment	0
Special	0	0	1	2				
Emergency AL	2	0	0	0				
Obs Above Ward Threshold	0	0	1	0				
% Total	100.00%	0.00%	76.74%	23.26%				

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				
192	161	120	161	60	57	30	35	83.9%	134.2%	95.0%	116.7%

<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	14	6.4%	4	2.0%	Leave	9.3%	8.8%
Agency	9	4.1%	4	2.0%	Sickness	4.6%	10.0%
Bank Only	9	4.1%	3	1.5%	Study Day	4.0%	1.8%
Substantive	186	85.3%	185	94.4%	Total	17.9%	20.6%

<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	56	1	9	0	Additional Clinical Services	0.0	No Establishment	0
Sickness	1	2	7	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Obs Above Ward Threshold	0	0	0	4				
OOH Temporary Staffing Use only	0	1	0	2				
Planned Escort for Ext Appt	2	0	0	0				
Study Leave	1	0	0	0				
% Total	93.75%	6.25%	72.73%	27.27%				

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				
145	147	201	198	60	31	60	89	101.4%	98.5%	51.7%	148.3%

<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	3	1.7%	16	5.6%	Leave	18.9%	8.4%
Agency	0	0.0%	0	0.0%	Sickness	2.2%	0.0%
Bank Only	0	0.0%	6	2.1%	Study Day	1.8%	1.9%
Substantive	175	98.3%	265	92.3%	Total	22.9%	10.3%

<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	3	25	9	Additional Clinical Services	0.0	No Establishment	0
Sickness	0	1	1	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Planned Escort for Ext Appt	0	1	0	1				
Study Leave	0	0	1	0				
% Total	16.67%	83.33%	72.97%	27.03%				

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				
145	145	201	182	60	51	60	59	100.0%	90.5%	85.0%	98.3%

<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	13	6.6%	13	5.4%	Leave	16.7%	7.9%
Agency	0	0.0%	0	0.0%	Sickness	2.1%	0.8%
Bank Only	0	0.0%	17	7.1%	Study Day	4.4%	7.7%
Substantive	183	93.4%	211	87.6%	Total	23.2%	16.4%

<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	10	17	17	Additional Clinical Services	0.0	No Establishment	0
Special	2	0	8	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Study Leave	3	1	2	0				
Sickness	1	0	2	2				
Obs Above Ward Threshold	2	0	2	1				
% Total	45.00%	55.00%	60.78%	39.22%				

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				
145	155	252	241	30	30	60	61	106.9%	95.6%	100.0%	101.7%

<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	16.8%	34	11.3%	Leave	10.8%	8.9%
Agency	0	0.0%	0	0.0%	Sickness	12.1%	0.0%
Bank Only	2	1.1%	9	3.0%	Study Day	2.2%	1.2%
Substantive	152	82.2%	259	85.8%	Total	25.1%	10.1%

<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	33	0	32	0	Additional Clinical Services	0.0	No Establishment	0
Sickness	29	0	4	1	Nursing and Midwifery Registered	0.0	No Establishment	0
Maternity Leave	1	0	23	1				
Planned Escort for Ext Appt	9	1	6	1				
Obs Above Ward Threshold	0	0	3	3				
Emergency AL	0	0	2	0				
% Total	98.63%	1.37%	92.11%	7.89%				

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				
161	152	312	370	60	57	150	214	94.4%	118.6%	95.0%	142.7%

<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	9	4.3%	23	3.9%	Leave	8.0%	15.9%
Agency	2	1.0%	24	4.1%	Sickness	11.7%	5.0%
Bank Only	3	1.4%	86	14.7%	Study Day	4.6%	3.4%
Substantive	195	93.3%	451	77.2%	Total	24.3%	24.3%

<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	3	1	126	10	Additional Clinical Services	0.0	No Establishment	0
Estab Vacancies	14	0	80	3	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	3	3	12	1				
Maternity Leave	0	0	11	2				
OOH Temporary Staffing Use only	0	1	0	7				
Emergency AL	0	0	1	1				
Study Leave	0	0	2	0				
% Total	80.00%	20.00%	90.63%	9.38%				

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				
145	150	201	294	30	30	60	111	103.4%	146.3%	100.0%	185.0%

<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	20	11.1%	35	8.6%	Leave	5.1%	12.8%
Agency	0	0.0%	0	0.0%	Sickness	10.1%	10.8%
Bank Only	11	6.1%	51	12.6%	Study Day	3.6%	3.3%
Substantive	149	82.8%	319	78.8%	Total	18.8%	26.9%

<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	2	2	122	14	Additional Clinical Services	0.0	No Establishment	0
Estab Vacancies	47	1	72	3	Nursing and Midwifery Registered	0.0	No Establishment	0
Planned Escort for Ext Appt	0	2	2	0				
Emergency AL	1	0	0	0				
Sickness	0	0	1	0				
Special	1	0	0	0				
Maternity Leave	1	0	0	0				
% Total	91.23%	8.77%	92.06%	7.94%				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAB	Bracton	Kelsey	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				
0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/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	0		0		Leave	0.0%	0.0%
Agency	0		0		Sickness	0.0%	0.0%
Bank Only	0		0		Study Day	0.0%	0.0%
Substantive	0		0		Total	0.0%	0.0%

<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				
% Total	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	Additional Clinical Services	0.0	No Establishment	0
					Nursing and Midwifery Registered	0.0	No Establishment	0

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				
201	190	120	121	60	59	30	31	94.5%	100.8%	98.3%	103.3%

<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	22	8.8%	5	3.3%	Leave	14.4%	10.6%
Agency	2	0.8%	0	0.0%	Sickness	0.0%	4.8%
Bank Only	10	4.0%	8	5.3%	Study Day	6.7%	0.7%
Substantive	215	86.3%	139	91.4%	Total	21.1%	16.1%

<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	61	1	15	2	Additional Clinical Services	0.0	No Establishment	0
Sickness	0	0	2	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Obs Above Ward Threshold	0	0	2	0				
Emergency AL	1	0	0	0				
ECT	0	0	1	0				
% Total	98.41%	1.59%	83.33%	16.67%				

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				
197	163	120	133	60	56	30	36	82.7%	110.8%	93.3%	120.0%

<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	23	10.5%	12	7.1%	Leave	12.5%	14.0%
Agency	2	0.9%	0	0.0%	Sickness	2.0%	4.2%
Bank Only	25	11.4%	31	18.3%	Study Day	2.2%	0.0%
Substantive	169	77.2%	126	74.6%	Total	16.7%	18.2%

<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	85	4	56	12	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	4	2	3	4	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	0	0	1	2				
OOH Temporary Staffing Use only	0	1	0	2				
Study Leave	0	0	2	0				
% Total	92.71%	7.29%	75.61%	24.39%				

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				
201	170	120	188	60	60	30	55	84.6%	156.7%	100.0%	183.3%

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	1.7%	14	5.8%	Leave	13.8%	11.1%
Agency	2	0.9%	10	4.1%	Sickness	2.5%	13.9%
Bank Only	33	14.3%	48	19.8%	Study Day	3.9%	1.9%
Substantive	191	83.0%	171	70.4%	Total	20.2%	26.9%

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				
Obs Above Ward Threshold	0	0	86	2	Additional Clinical Services	0.0	No Establishment	0
Estab Vacancies	64	0	13	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	0	0	17	0				
Emergency AL	4	0	0	1				
ECT	1	1	2	0				
Mandatory Training	0	0	2	0				
Planned Escort for Ext Appt	0	0	1	0				
OOH Temporary Staffing Use only	0	0	0	1				
% Total	98.57%	1.43%	95.28%	4.72%				

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				
193	166	120	119	60	62	30	31	86.0%	99.2%	103.3%	103.3%

<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	15	6.6%	3	2.0%	Leave	13.5%	7.3%
Agency	17	7.5%	0	0.0%	Sickness	12.2%	1.8%
Bank Only	7	3.1%	0	0.0%	Study Day	0.4%	1.0%
Substantive	189	82.9%	147	98.0%	Total	26.1%	10.1%

<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	70	3	3	0	Additional Clinical Services	0.0	No Establishment	0
Sickness	13	0	2	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Planned Escort for Ext Appt	1	2	1	0				
Special	1	0	2	0				
Emergency AL	0	0	2	0				
Obs Above Ward Threshold	0	0	0	1				
Obs General Hospital	0	1	0	0				
% Total	93.41%	6.59%	90.91%	9.09%				

Site Code	Hospital Site Name	Ward Name	Specialty
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				
141	135	194	157	60	59	90	61	95.7%	80.9%	98.3%	67.8%

<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	28	14.4%	11	5.0%	Leave	10.8%	14.8%
Agency	1	0.5%	0	0.0%	Sickness	7.1%	4.0%
Bank Only	9	4.6%	9	4.1%	Study Day	1.2%	0.8%
Substantive	156	80.4%	198	90.8%	Total	19.1%	19.6%

<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	39	6	18	1	Additional Clinical Services	0.0	No Establishment	0
Sickness	10	0	7	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Planned Escort for Ext Appt	4	1	7	1				
ECT	4	0	3	0				
Emergency AL	2	0	0	0				
Study Leave	0	0	1	0				
% Total	89.39%	10.61%	94.74%	5.26%				

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				
153	150	210	200	60	61	60	59	98.0%	95.2%	101.7%	98.3%

<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	8	3.8%	24	9.3%	Leave	18.5%	21.0%
Agency	4	1.9%	0	0.0%	Sickness	2.0%	3.3%
Bank Only	4	1.9%	3	1.2%	Study Day	3.3%	0.3%
Substantive	195	92.4%	232	89.6%	Total	23.8%	24.6%

<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				
Sickness	5	0	11	1	Additional Clinical Services	0.0	No Establishment	0
Mandatory Training	7	0	10	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	7	0	8	0				
Estab Vacancies	7	0	6	0				
Planned Escort for Ext Appt	0	1	3	1				
ECT	3	0	0	0				
Special	0	0	1	1				
% Total	96.67%	3.33%	92.86%	7.14%				

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				
150	141	150	165	60	59	30	39	94.0%	110.0%	98.3%	130.0%

<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	21	10.5%	8	3.9%	Leave	16.5%	11.5%
Agency	2	1.0%	2	1.0%	Sickness	7.9%	11.5%
Bank Only	13	6.5%	9	4.4%	Study Day	0.6%	0.8%
Substantive	164	82.0%	185	90.7%	Total	25.0%	23.8%

<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	33	1	25	2	Additional Clinical Services	0.0	No Establishment	0
Sickness	15	0	5	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Special	0	0	7	1				
Emergency AL	1	1	3	0				
ECT	3	0	2	0				
OOH Temporary Staffing Use only	0	0	3	1				
Obs Above Ward Threshold	0	0	0	1				
Planned Escort for Ext Appt	0	0	1	0				
% Total	96.30%	3.70%	90.20%	9.80%				

Site Code	Hospital Site Name	Ward Name	Specialty
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				
201	133	120	169	60	60	30	35	66.2%	140.8%	100.0%	116.7%

<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	9.8%	9	4.4%	Leave	10.0%	10.2%
Agency	5	2.6%	5	2.5%	Sickness	5.5%	0.5%
Bank Only	10	5.2%	16	7.8%	Study Day	1.6%	1.9%
Substantive	159	82.4%	174	85.3%	Total	17.1%	12.6%

<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	1	27	3	Additional Clinical Services	0.0	No Establishment	0
OOH Temporary Staffing Use only	0	0	0	6	Nursing and Midwifery Registered	0.0	No Establishment	0
Obs Above Ward Threshold	0	0	3	2				
Sickness	4	0	0	0				
Emergency AL	1	0	1	0				
Study Leave	0	0	0	1				
% Total	98.25%	1.75%	72.09%	27.91%				

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				
209	193	261	343	60	61	90	137	92.3%	131.4%	101.7%	152.2%

<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	12	4.7%	28	5.8%	Leave	9.7%	7.0%
Agency	2	0.8%	10	2.1%	Sickness	0.8%	1.7%
Bank Only	14	5.5%	28	5.8%	Study Day	3.2%	2.7%
Substantive	226	89.0%	414	86.3%	Total	13.7%	11.4%

<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	57	5	77	10	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	8	0	92	14	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	3	0	3	0				
OOH Temporary Staffing Use only	0	0	0	5				
Sickness	0	0	4	0				
Special	2	0	0	0				
Mandatory Training	0	1	0	0				
Planned Escort for Ext Appt	0	0	1	0				
% Total	92.11%	7.89%	85.92%	14.08%				

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				
89	192	72	102	30	25	0	3	215.7%	141.7%	83.3%	-

<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	6	2.8%	13	12.4%	Leave	9.7%	14.9%
Agency	0	0.0%	0	0.0%	Sickness	0.9%	24.5%
Bank Only	23	10.6%	1	1.0%	Study Day	0.0%	2.3%
Substantive	188	86.6%	91	86.7%	Total	10.6%	41.7%

<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	62	8	40	1	Additional Clinical Services	0.0	No Establishment	0
Sickness	0	2	0	0	Nursing and Midwifery Registered	0.0	No Establishment	0
% Total	86.11%	13.89%	97.56%	2.44%				