

Registered Nurses Fill rate - wards reporting an occasion of staffing shortage within the month	This Month						
	Trust Target	Trust Actual	Adult Community	Adult Mental Health and Learning Disabilities	Children & Young People	Forensic & Persons	Older Adults
Total Wards		30	2	16	1	8	3
Day wards registering a shortage	tbc	12	1	9	0	1	1
Day % wards registering a shortage		40%	50%	56%	0%	13%	33%
Night wards registering a shortage	tbc	8	1	5	0	2	0
Night % wards registering a shortage		27%	50%	31%	0%	25%	0%

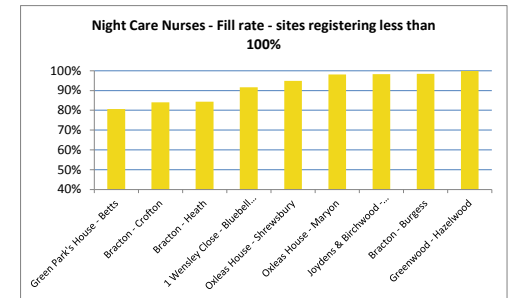
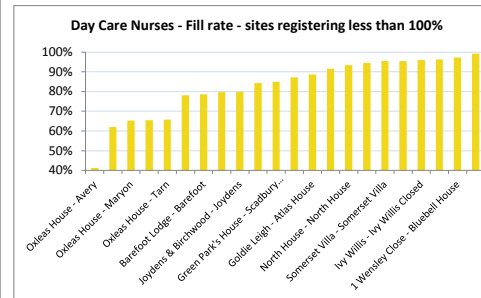
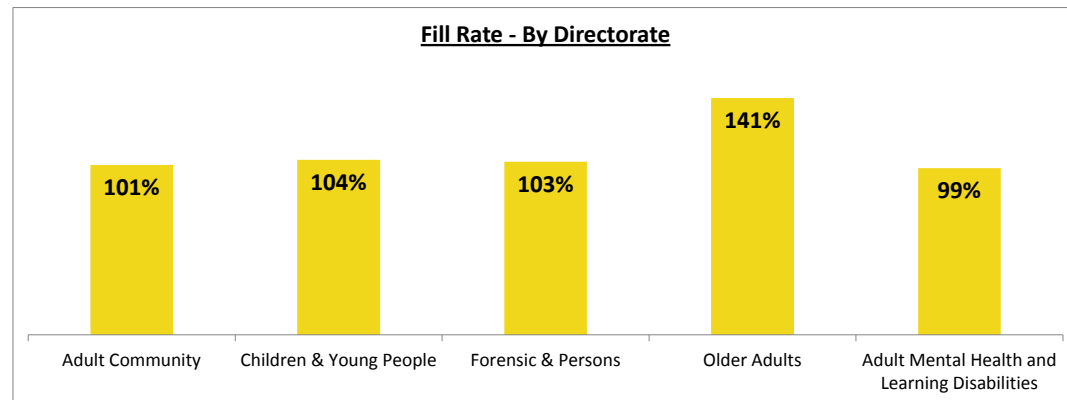
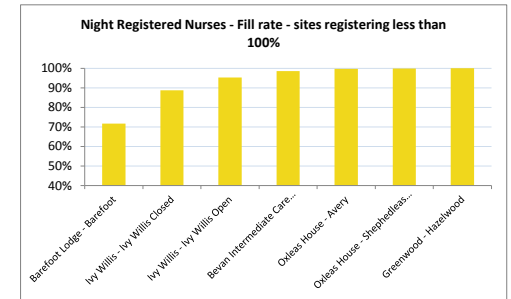
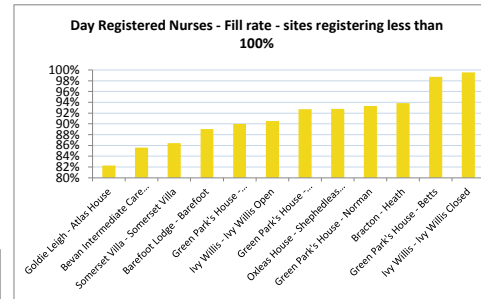
The National Quality Board (NQB) document "How to ensure the right people, with the right skills, are in the right place at the right time" (November 2013) set out expectations for providers of NHS services. Expectation 7 includes the requirement for boards to receive monthly updates on workforce information, including the number of actual staff on duty compared to the planned staffing level (day and night and registered and care staff), reasons for any gaps and actions taken to address these and impact on key quality and outcome measures. A more detailed Board Report is required 6 monthly and this will be included in Q1 and Q3 reporting.

NHS England have subsequently provided further information and a monthly UNIFY submission to record the 'fill rate' has been developed. In addition to this submission Trusts must publish actual v planned fill rates on a ward by ward basis on their webpages with a link to this from the NHS Choices website. The Board can receive monthly exception reports, providing the full information is published.

This month - Of the 30 wards providing in-patient services 15 wards reported an occasion of registered nurse staffing shortage and 24 wards care staff shortage. The graphs provide the 'fill rate' for those teams reporting less than 100%, by staff group and time of day and also 'fill rate' per clinical speciality as recorded on UNIFY. The table on the left provides a summary of Division and Trust performance.

The exception report for each of these clinical teams outlining the reasons for the shortfall are included overleaf.

Care Nurses Fill rate - wards reporting an occasion of staffing shortage within the month	This Month						
	Trust Target	Trust Actual	Adult Community	Adult Mental Health and Learning Disabilities	Children & Young People	Forensic & Persons	Older Adults
Total Wards		30	2	16	1	8	3
Day wards registering a shortage	tbc	22	1	13	1	6	1
Day % wards registering a shortage		73%	50%	81%	100%	75%	33%
Night wards registering a shortage	tbc	9	0	3	1	5	0
Night % wards registering a shortage		30%	0%	19%	100%	63%	0%



Site Name	Ward Name	Unify Speciality	Average fill rate - registered nurses (%) Day	Average fill rate - care staff (%) Day	Average fill rate - registered nurses (%) Night	Average fill rate - care staff (%) Night	Reason for shortfall	Impact on quality of care or safety
Adult Community								
Bevan Intermediate Care Unit	Bevan Unit	314 - Rehabilitation	85.6%	104.1%	98.6%	101.6%	Extra unregistered staff to cover registered nurses.	NONE
Step Up, Step Down	SUSD/Neuro/Chislehurst	314 - Rehabilitation	110.4%	96.3%	100.0%	118.2%	Reduced bed numbers for 4 days for infection control reasons.	NONE
Adult Mental Health and Learning Disabilities								
Barefoot Lodge	Barefoot	710 - Adult Mental Illness	89.1%	78.6%	71.7%	122.7%	Unable to cover shifts with staff. Extra registered mental nurse to attend meeting.	NONE
Goldie Leigh	Atlas House	700 - Learning Disability	82.3%	88.7%	101.3%	102.6%	During day 6 shifts required increased care nurses therefore creating a shortfall in day registered nurses due to new admission. Reduced fill rate for registered nurses due to patient leave.	NONE
Green Park's House	Betts	710 - Adult Mental Illness	98.7%	94.5%	108.2%	80.7%	Registered nurse required for escort and ward rounds. Care Nurse required for group coordinator for 3 shifts and to cover 2:1 observation.	NONE
Green Park's House	Goddington	710 - Adult Mental Illness	90.0%	132.5%	111.4%	148.6%	Registered nurses to cover ward round and support care staff. Care staff required for group activities and to cover to 1:1 observation.	NONE
Green Park's House	Norman	710 - Adult Mental Illness	93.3%	102.5%	100.1%	135.6%	Care staff required for patient acuity and group activities.	NONE
Ivy Willis	Ivy Willis Closed	710 - Adult Mental Illness	99.5%	95.9%	88.8%	116.2%	Registered staff shortage due to sickness - Unable to get bank staff. Registered mental nurse working instead of Healthcare Assistant.	NONE
Ivy Willis	Ivy Willis Open	710 - Adult Mental Illness	90.5%	84.3%	95.3%	106.5%	Reduced fill rate due to patients on leave.	NONE
North House	North House	710 - Adult Mental Illness	123.4%	93.3%	106.7%	106.7%	Extra registered nurses to cover Healthcare Assistant shifts.	NONE
Oxleas House	Avery	710 - Adult Mental Illness	135.8%	41.3%	99.7%	108.9%	Extra registered staff for ward round & activities. Unable to cover HCA shifts.	NONE
Oxleas House	Maryon	710 - Adult Mental Illness	119.4%	65.2%	103.0%	98.1%	Extra registered nurses to cover Healthcare Assistant shifts.	NONE
Oxleas House	Shephedleas Ward	715 - Old Age Psychiatry	92.8%	99.2%	99.9%	103.0%	Registered staff required for patient acuity. Care staff required to cover registered staff.	NONE
Oxleas House	Shrewsbury	710 - Adult Mental Illness	114.0%	62.1%	106.2%	94.8%	Agency staff used due to sickness. Registered mental nurse working instead of Healthcare Assistant.	NONE
Oxleas House	Tarn	710 - Adult Mental Illness	172.9%	65.7%	106.5%	106.1%	Extra registered staff for ward round, and new staff that cannot be accounted towards fill rate at this moment in time.	NONE
Somerset Villa	Somerset Villa	710 - Adult Mental Illness	86.4%	95.4%	102.0%	101.3%	Nights - registered nurses covered care nurses. Day - increased registered to cover Healthcare Assistant. Healthcare Assistant covered all day fracture clinic.	NONE
Woodlands	Lesney	710 - Adult Mental Illness	103.6%	95.4%	100.1%	159.0%	Extra staff for patient acuity.	NONE
Woodlands	Milbrook	710 - Adult Mental Illness	102.9%	114.0%	105.0%	134.8%	Extra staff for 1:1 observation, Accident & Emergency escort and sleepover.	NONE
Children & Young People								
1 Wensley Close	Bluebell House	420 - Paediatrics	114.4%	97.2%	112.5%	91.7%	Bluebell House opened 6 nights a week, 1:1 Obstetrics. Additional registered night for pre-admission work. Week 5 reduced night care increased day care.	NONE
Forensic & Persons								
Bracton	Burgess	712 - Forensic Psychiatry	108.7%	120.3%	106.5%	98.4%	No commentary provided.	NONE
Bracton	Crofton	712 - Forensic Psychiatry	148.1%	78.2%	125.9%	84.0%	No commentary provided.	NONE
Bracton	Danson	712 - Forensic Psychiatry	122.6%	87.1%	113.0%	100.1%	No commentary provided.	NONE
Bracton	Heath	712 - Forensic Psychiatry	93.8%	119.6%	129.5%	84.3%	No commentary provided.	NONE
Greenwood	Hazelwood	712 - Forensic Psychiatry	129.1%	65.4%	99.9%	99.9%	No commentary provided.	NONE
Hazelwood	Greenwood	712 - Forensic Psychiatry	101.0%	91.6%	99.9%	117.6%	No commentary provided.	NONE
Joydens & Birchwood	Birchwood	712 - Forensic Psychiatry	118.8%	79.7%	100.3%	127.5%	No commentary provided.	NONE
Joydens & Birchwood	Joydens	712 - Forensic Psychiatry	105.3%	79.8%	103.3%	98.2%	No commentary provided.	NONE
Older Adults								
Green Park's House	Scadbury Ward	715 - Old Age Psychiatry	92.7%	84.9%	101.3%	101.2%	Extra registered nurses to cover Healthcare Assistant shifts.	NONE
Memorial Hospital	Oaktree Lodge	715 - Old Age Psychiatry	103.0%	120.6%	101.7%	140.6%	Patient need required additional staff. Additional out of area client bed purchased end of month including funding for extra staff.	NONE
Woodlands	Camden / Leyton Ward	715 - Old Age Psychiatry	128.1%	238.4%	172.7%	261.7%	Patient need required additional staff.	NONE
Proposed Actions								
Directorates - The majority of shortfall was due to a need to increase staffing due to patient acuity or due to staff absence. Guidance to be given to areas re: commentary to support data. Need to support units where unregistered staff were not be available, therefore increasing demand from registered nursing. No impact on patient safety and experience.								