

# 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		1102.50	1237.23	1515.00	1891.93	562.50	544.04	562.50	722.26	112.2%	124.9%	96.7%	128.4%	528	3.4	5.0	8.3
RPGAB	BRACTON	Burgess	712 - FORENSIC PSYCHIATRY		1102.50	994.66	1515.00	2020.00	562.50	553.25	562.50	851.84	90.2%	133.3%	98.4%	151.4%	495	3.1	5.8	8.9
RPGAB	BRACTON	Danson	712 - FORENSIC PSYCHIATRY		1102.50	927.25	1710.00	1516.83	281.25	282.10	562.50	543.29	84.1%	88.7%	100.3%	96.6%	510	2.4	4.0	6.4
RPGAB	BRACTON	Heath	712 - FORENSIC PSYCHIATRY		1102.50	1139.00	1905.00	1572.00	281.25	281.40	562.50	600.32	103.3%	82.5%	100.1%	106.7%	474	3.0	4.6	7.6
RPGAB	BRACTON	Joydens	712 - FORENSIC PSYCHIATRY		1102.50	1134.92	1515.00	1319.92	281.25	272.02	562.50	561.30	102.9%	87.1%	96.7%	99.8%	384	3.7	4.9	8.6
RPGAB	BRACTON	Birchwood	712 - FORENSIC PSYCHIATRY		750.00	729.00	900.00	963.00	281.25	272.02	281.25	478.38	97.2%	107.0%	96.7%	170.1%	365	2.7	3.9	6.7
RPGAG	MEMORIAL HOSPITAL	Hazelwood	712 - FORENSIC PSYCHIATRY		1102.50	1044.00	1515.00	1309.50	562.50	440.42	562.50	534.09	94.7%	86.4%	78.3%	94.9%	441	3.4	4.2	7.5
RPGAG	MEMORIAL HOSPITAL	Greenwood	712 - FORENSIC PSYCHIATRY		1102.50	1142.63	1515.00	1306.60	562.50	327.95	562.50	796.45	103.6%	86.2%	58.3%	141.6%	460	3.2	4.6	7.8
RPGAG	MEMORIAL HOSPITAL	Oaktree Lodge	715 - OLD AGE PSYCHIATRY		1065.00	1264.16	1125.00	1319.25	562.50	562.80	562.50	638.44	118.7%	117.3%	100.1%	113.5%	389	4.7	5.0	9.7
RPGAD	GREEN PARK'S HOUSE	Scadbury Ward	715 - OLD AGE PSYCHIATRY		1162.50	1173.00	1575.00	1278.08	562.50	563.80	562.50	562.80	100.9%	81.1%	100.2%	100.1%	0	-	-	-
RPGAE	OXLEAS HOUSE	Shepherdleas Ward	715 - OLD AGE PSYCHIATRY		1132.50	957.00	1125.00	926.00	562.50	562.20	281.25	524.72	84.5%	82.3%	99.9%	186.6%	510	3.0	2.8	5.8
RPGAH	WOODLANDS	Holbrook	715 - OLD AGE PSYCHIATRY		1245.00	992.20	2415.00	2190.31	562.50	527.52	1406.25	1500.04	79.7%	90.7%	93.8%	106.7%	513	3.0	7.2	10.2
RPGGP	1 WENSLEY CLOSE	Bluebell House	420 - PAEDIATRICS		438	613.5	847.5	767.25	236.25	236.25	236.25	236.25	140.1%	90.5%	100.0%	100.0%	36	23.6	27.9	51.5
RPGAN	GOLDIE LEIGH	Atlas House	700- LEARNING DISABILITY		1065.00	1006.00	2295.00	2882.00	630.50	634.00	630.50	935.00	94.5%	125.6%	100.6%	148.3%	240	6.8	15.9	22.7
RPGAE	OXLEAS HOUSE	Avery	710 - ADULT MENTAL ILLNESS		1485.00	1231.50	900.00	1048.00	630.50	666.50	499.25	673.50	82.9%	116.4%	105.7%	134.9%	595	3.2	2.9	6.1
RPGAP	BAREFOOT LODGE	Barefoot	928 - MENTAL HEALTH REHABILITATION		1132.50	932.50	900.00	796.08	315.25	313.82	630.50	660.24	82.3%	88.5%	99.5%	104.7%	378	3.3	3.9	7.1
RPGAD	GREEN PARK'S HOUSE	Betts	710 - ADULT MENTAL ILLNESS		1485.00	1202.00	900.00	817.00	562.50	544.04	431.25	311.78	80.9%	90.8%	96.7%	72.3%	529	3.3	2.1	5.4
RPGAD	GREEN PARK'S HOUSE	Goddington	710 - ADULT MENTAL ILLNESS		1477.50	1108.00	900.00	684.00	630.50	667.00	499.25	506.00	75.0%	76.0%	105.8%	101.4%	516	3.4	2.3	5.7
RPGAH	WOODLANDS	Lesney	710 - ADULT MENTAL ILLNESS		1515.00	1235.00	900.00	823.25	630.50	615.73	499.25	569.16	81.5%	91.5%	97.7%	114.0%	534	3.5	2.6	6.1
RPGAE	OXLEAS HOUSE	Maryon	710 - ADULT MENTAL ILLNESS		1485.00	1182.00	900.00	804.50	630.50	634.00	499.25	501.00	79.6%	89.4%	100.6%	100.4%	586	3.1	2.2	5.3
RPGAH	WOODLANDS	Milbrook	710 - ADULT MENTAL ILLNESS		1515.00	1175.50	900.00	811.00	690.00	640.02	529.00	527.58	77.6%	90.1%	92.8%	99.7%	544	3.3	2.5	5.8
RPGAD	GREEN PARK'S HOUSE	Norman	710 - ADULT MENTAL ILLNESS		1485.00	1271.00	900.00	798.67	630.50	630.64	499.25	496.32	85.6%	88.7%	100.0%	99.4%	474	4.0	2.7	6.7
RPGAE	OXLEAS HOUSE	Shrewsbury	710 - ADULT MENTAL ILLNESS		1515.00	1107.75	900.00	1379.50	690.00	644.00	529.00	792.50	73.1%	153.3%	93.3%	149.8%	611	2.9	3.6	6.4
RPGAE	OXLEAS HOUSE	Tarn	710 - ADULT MENTAL ILLNESS		1582.50	1201.75	1800.00	1624.00	626.50	628.20	939.75	941.30	75.9%	90.2%	100.3%	100.2%	98	18.7	26.2	44.8
RPGFV	BEVAN INTERMEDIATE CARE UNIT	GICU	318- INTERMEDIATE CARE		2025.00	1203.00	2400.00	2054.17	972.00	960.50	1296.00	1296.00	59.4%	85.6%	98.8%	100.0%	835	2.6	4.0	6.6
RPGFD	STEP UP, STEP DOWN	Bexley Meadowview	318- INTERMEDIATE CARE		1635.00	1413.98	1530.00	1489.00	972.00	944.75	972.00	993.50	86.5%	97.3%	97.2%	102.2%	0	-	-	-
RPGHR	BELMARSH	Belmarsh	712 - FORENSIC PSYCHIATRY		1067.00	1295.50	737.00	805.00	330.00	396.00	0.00	404.50	121.4%	109.2%	120.0%	-	745	2.3	1.6	3.9
RPGHT	THAMESIDE	Thameside	712 - FORENSIC PSYCHIATRY		1177.00	1076.00	737.00	744.00	330.00	330.00	0.00	385.00	91.4%	100.9%	100.0%	-	337	4.2	3.4	7.5

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				
142	153	306	435	60	60	60	88	107.7%	142.2%	100.0%	146.7%

<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	22	10.3%	46	8.8%	Leave	10.0%	7.4%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	1.4%
Bank Only	0	0.0%	22	4.2%	Study Day	2.7%	0.8%
Substantive	191	89.7%	455	87.0%	<b>Total</b>	<b>12.7%</b>	<b>9.6%</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	16	4	59	4	Additional Clinical Services	-0.6	-2.73%	3
Emergency AL	2	0	2	0	Nursing and Midwifery Registered	0.0	0.00%	1
Maternity Leave	0	0	0	2				
Obs General Hospital	0	0	0	1				
<b>% Total</b>	<b>81.82%</b>	<b>18.18%</b>	<b>89.71%</b>	<b>10.29%</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	Avg Fill Rate	Avg Fill Rate	Avg Fill Rate
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Reg Nurses (%)	Care Staff (%)	Reg Nurses (%)	Care Staff (%)
198	200	120	166	60	63	46	62	101.0%	138.3%	105.0%	134.8%

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	24	9.1%	27	11.8%	Leave	11.0%	6.8%
Agency	0	0.0%	2	0.9%	Sickness	1.1%	15.2%
Bank Only	8	3.0%	110	48.2%	Study Day	2.4%	0.6%
Substantive	231	87.8%	89	39.0%	<b>Total</b>	<b>14.5%</b>	<b>22.6%</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	21	0	49	3	Additional Clinical Services	0.8	9.50%	0
Obs Above Ward Threshold	0	0	27	5	Nursing and Midwifery Registered	2.3	14.22%	1
Obs General Hospital	5	0	19	4				
Sickness	2	0	15	0				
Special	0	0	10	3				
Emergency AL	2	0	0	0				
Planned Escort for Ext Appt	0	0	1	1				
Un-Planned Escort for Ext Appt	1	0	1	0				
Mandatory Training	0	1	0	0				
OOH Temporary Staffing Use only	0	0	0	1				
<b>% Total</b>	<b>96.88%</b>	<b>3.13%</b>	<b>87.77%</b>	<b>12.23%</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				
151	141	120	117	30	30	60	62	93.4%	97.5%	100.0%	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	5	2.9%	11	6.1%	Leave	12.5%	18.4%
Agency	0	0.0%	0	0.0%	Sickness	9.9%	6.5%
Bank Only	0	0.0%	53	29.6%	Study Day	1.2%	3.5%
Substantive	166	97.1%	115	64.2%	<b>Total</b>	<b>23.6%</b>	<b>28.4%</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				
Sickness	0	2	10	18	Additional Clinical Services	0.8	7.41%	1
Maternity Leave	0	0	12	0	Nursing and Midwifery Registered	-1.0	-10.00%	2
Estab Vacancies	1	0	0	9				
Emergency AL	0	0	6	3				
Obs Above Ward Threshold	0	0	1	4				
Special	0	2	1	0				
<b>% Total</b>	<b>20.00%</b>	<b>80.00%</b>	<b>46.88%</b>	<b>53.13%</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				
104	125	74	80	30	36	0	37	120.2%	108.1%	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	71	44.1%	58	49.6%	Leave	6.7%	6.2%
Agency	0	0.0%	0	0.0%	Sickness	0.8%	0.0%
Bank Only	18	11.2%	52	44.4%	Study Day	0.6%	0.0%
Substantive	72	44.7%	7	6.0%	<b>Total</b>	<b>8.1%</b>	<b>6.2%</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				
Obs Above Ward Threshold	31	7	55	41	Additional Clinical Services	0.2	10.00%	0
Estab Vacancies	22	17	9	5	Nursing and Midwifery Registered	2.0	33.33%	2
Maternity Leave	6	0	0	0				
Study Leave	2	2	0	0				
Special	0	2	0	0				
<b>% Total</b>	<b>68.54%</b>	<b>31.46%</b>	<b>58.18%</b>	<b>41.82%</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				
198	175	120	119	60	58	46	33	88.4%	99.2%	96.7%	71.7%

<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	37	15.9%	20	13.2%	Leave	14.7%	11.8%
Agency	29	12.4%	4	2.6%	Sickness	7.9%	13.3%
Bank Only	41	17.6%	17	11.2%	Study Day	2.5%	1.5%
Substantive	126	54.1%	111	73.0%	<b>Total</b>	<b>25.1%</b>	<b>26.6%</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	90	5	17	2	Additional Clinical Services	-0.4	-4.46%	0.2
Sickness	10	0	12	0	Nursing and Midwifery Registered	5.6	34.27%	2
Emergency AL	1	0	3	0				
Obs Above Ward Threshold	0	0	2	2				
Planned Escort for Ext Appt	1	0	1	0				
OOH Temporary Staffing Use only	0	0	0	1				
<b>% Total</b>	<b>95.33%</b>	<b>4.67%</b>	<b>87.50%</b>	<b>12.50%</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				
224	217	210	242	90	88	90	92	96.9%	115.2%	97.8%	102.2%

<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	27	8.9%	27	8.1%	Leave	11.4%	8.6%
Agency	7	2.3%	0	0.0%	Sickness	5.7%	2.7%
Bank Only	9	3.0%	3	0.9%	Study Day	3.0%	6.0%
Substantive	262	85.9%	304	91.0%	<b>Total</b>	<b>20.1%</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				
Estab Vacancies	29	0	21	0	Additional Clinical Services	1.2	5.26%	0.6
Sickness	12	1	0	0	Nursing and Midwifery Registered	2.5	14.35%	2
Emergency AL	0	0	3	2				
<b>% Total</b>	<b>97.62%</b>	<b>2.38%</b>	<b>92.31%</b>	<b>7.69%</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				
100	101	120	139	30	29	30	51	101.0%	115.8%	96.7%	170.0%

<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	18	13.8%	41	21.6%	Leave	24.5%	0.7%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	14	10.8%	27	14.2%	Study Day	5.3%	7.1%
Substantive	98	75.4%	122	64.2%	<b>Total</b>	<b>29.8%</b>	<b>7.8%</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	19	5	30	8	Additional Clinical Services	2.4	21.82%	0
Obs Above Ward Threshold	2	0	19	7	Nursing and Midwifery Registered	0.0	0.00%	1
Planned Escort for Ext Appt	3	0	2	0				
Study Leave	3	0	0	0				
Emergency AL	0	0	2	0				
<b>% Total</b>	<b>84.38%</b>	<b>15.63%</b>	<b>77.94%</b>	<b>22.06%</b>				



Site Code	Hospital Site Name	Ward Name	Speciality
RPGGP	1 Wensley Close	Greenwich Short Breaks Service	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				
45	62	87	78	21	21	21	21	137.8%	89.7%	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	6	7.2%	18	18.2%	Leave	8.8%	7.7%
Agency	20	24.1%	1	1.0%	Sickness	0.0%	13.3%
Bank Only	13	15.7%	9	9.1%	Study Day	0.0%	0.0%
Substantive	44	53.0%	71	71.7%	<b>Total</b>	<b>8.8%</b>	<b>21.0%</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	35	4	26	2	Additional Clinical Services	-2.8	-80.87%	2
<b>% Total</b>	<b>89.74%</b>	<b>10.26%</b>	<b>92.86%</b>	<b>7.14%</b>	Nursing and Midwifery Registered	2.1	51.46%	1.8

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				
147	144	202	286	60	59	60	91	98.0%	141.6%	98.3%	151.7%

<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	39	19.2%	122	32.4%	Leave	8.7%	10.4%
Agency	0	0.0%	0	0.0%	Sickness	2.2%	9.3%
Bank Only	5	2.5%	37	9.8%	Study Day	4.9%	4.2%
Substantive	159	78.3%	218	57.8%	<b>Total</b>	<b>15.8%</b>	<b>23.9%</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				
Obs Above Ward Threshold	4	0	58	64	Additional Clinical Services	1.6	10.00%	1
Estab Vacancies	30	5	8	4	Nursing and Midwifery Registered	3.0	21.43%	4
Planned Escort for Ext Appt	0	0	8	5				
Sickness	0	1	5	3				
Emergency AL	2	2	1	0				
Special	0	0	2	0				
<b>% Total</b>	<b>81.82%</b>	<b>18.18%</b>	<b>51.90%</b>	<b>48.10%</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				
147	171	202	268	60	58	60	77	116.3%	132.7%	96.7%	128.3%

<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	9.6%	60	17.4%	Leave	8.3%	13.9%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	3	1.3%	25	7.2%	Study Day	3.6%	0.0%
Substantive	204	89.1%	260	75.4%	<b>Total</b>	<b>11.9%</b>	<b>13.9%</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				
Obs Above Ward Threshold	0	6	10	27	Additional Clinical Services	0.3	1.83%	0
Special	5	8	6	15	Nursing and Midwifery Registered	1.4	9.85%	4
Estab Vacancies	1	4	5	20				
Planned Escort for Ext Appt	0	1	0	2				
<b>% Total</b>	<b>24.00%</b>	<b>76.00%</b>	<b>24.71%</b>	<b>75.29%</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				
147	129	228	212	30	30	60	58	87.8%	93.0%	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	10	6.3%	28	10.4%	Leave	11.0%	14.3%
Agency	0	0.0%	0	0.0%	Sickness	1.0%	9.9%
Bank Only	3	1.9%	9	3.3%	Study Day	3.3%	1.8%
Substantive	146	91.8%	233	86.3%	<b>Total</b>	<b>15.3%</b>	<b>26.0%</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	6	1	17	1	Additional Clinical Services	4.5	22.62%	0
Emergency AL	5	0	8	0	Nursing and Midwifery Registered	1.4	11.48%	1
Sickness	1	0	9	0				
Special	0	0	1	0				
Study Leave	0	0	1	0				
<b>% Total</b>	<b>92.31%</b>	<b>7.69%</b>	<b>97.30%</b>	<b>2.70%</b>				

Site Code	Hospital Site Name	Ward Name	Specialty
RPGFV	Eltham Community Hospital	Eltham Community Hospital Beds	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				
276	201	330	323	90	89	120	120	72.8%	97.9%	98.9%	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	15	5.2%	27	6.1%	Leave	12.9%	3.5%
Agency	9	3.1%	2	0.5%	Sickness	5.0%	11.9%
Bank Only	2	0.7%	100	22.6%	Study Day	1.2%	6.2%
Substantive	264	91.0%	314	70.9%	<b>Total</b>	<b>19.1%</b>	<b>21.6%</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	16	1	111	5	Additional Clinical Services	3.5	12.91%	2
Sickness	4	0	11	0	Nursing and Midwifery Registered	2.2	11.96%	4
Emergency AL	2	0	1	0				
OOH Temporary Staffing Use only	0	3	0	0				
Special	0	0	1	0				
<b>% Total</b>	<b>84.62%</b>	<b>15.38%</b>	<b>96.12%</b>	<b>3.88%</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				
197	178	120	117	60	58	46	44	90.4%	97.5%	96.7%	95.7%

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	29	12.3%	13	8.1%	Leave	14.2%	13.3%
Agency	25	10.6%	1	0.6%	Sickness	4.9%	0.0%
Bank Only	22	9.3%	13	8.1%	Study Day	1.3%	6.8%
Substantive	160	67.8%	134	83.2%	<b>Total</b>	<b>20.4%</b>	<b>20.1%</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	56	2	12	3	Additional Clinical Services	1.0	10.77%	1
Sickness	8	0	2	0	Nursing and Midwifery Registered	5.4	33.05%	1
Emergency AL	3	0	4	2				
Special	4	0	1	0				
OOH Temporary Staffing Use only	0	3	0	0				
Obs Above Ward Threshold	0	0	1	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>93.42%</b>	<b>6.58%</b>	<b>80.77%</b>	<b>19.23%</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				
147	143	202	178	60	35	60	85	97.3%	88.1%	58.3%	141.7%

<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	10	5.6%	24	9.1%	Leave	16.8%	12.2%
Agency	0	0.0%	0	0.0%	Sickness	9.0%	6.4%
Bank Only	0	0.0%	27	10.3%	Study Day	2.6%	0.2%
Substantive	168	94.4%	212	80.6%	<b>Total</b>	<b>28.4%</b>	<b>18.8%</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	2	1	24	11	Additional Clinical Services	3.5	20.86%	2
Sickness	4	2	2	7	Nursing and Midwifery Registered	0.2	1.43%	3
Emergency AL	0	0	3	1				
Obs Above Ward Threshold	0	0	0	2				
Planned Escort for Ext Appt	1	0	1	0				
<b>% Total</b>	<b>70.00%</b>	<b>30.00%</b>	<b>58.82%</b>	<b>41.18%</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				
147	153	202	193	60	47	60	57	104.1%	95.5%	78.3%	95.0%

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	7.5%	29	11.6%	Leave	10.6%	18.3%
Agency	0	0.0%	0	0.0%	Sickness	10.8%	2.0%
Bank Only	0	0.0%	11	4.4%	Study Day	2.4%	7.8%
Substantive	185	92.5%	210	84.0%	<b>Total</b>	<b>23.8%</b>	<b>28.1%</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	7	1	19	4	Additional Clinical Services	2.4	15.57%	1
Sickness	4	0	3	2	Nursing and Midwifery Registered	3.4	22.67%	1
Obs Above Ward Threshold	1	2	6	0				
Emergency AL	0	0	1	2				
Planned Escort for Ext Appt	0	0	0	3				
<b>% Total</b>	<b>80.00%</b>	<b>20.00%</b>	<b>72.50%</b>	<b>27.50%</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				
147	159	254	222	30	30	60	64	108.2%	87.4%	100.0%	106.7%

**Staff Utilisation**

Type	Registered Nurses		Unregistered	
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts
Substantive Bank	23	12.2%	68	23.8%
Agency	0	0.0%	0	0.0%
Bank Only	1	0.5%	46	16.1%
Substantive	165	87.3%	172	60.1%

**Non-Effective Reasons (Headroom)**

Non-Effective Reasons	Registered	Unregistered
Leave	9.7%	22.2%
Sickness	13.4%	4.1%
Study Day	4.3%	0.9%
<b>Total</b>	<b>27.4%</b>	<b>27.2%</b>

**Reasons for Temporary Staffing**

Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses	
	Before Shift	After Shift	Before Shift	After Shift
Sickness	14	3	59	3
Estab Vacancies	4	0	27	10
Obs Above Ward Threshold	0	0	8	4
Planned Escort for Ext Appt	2	0	0	1
Emergency AL	1	0	0	0
Study Leave	0	0	1	0
Maternity Leave	0	0	1	0
<b>% Total</b>	<b>87.50%</b>	<b>12.50%</b>	<b>84.21%</b>	<b>15.79%</b>

**Vacancy Information**

Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
Additional Clinical Services	4.3	26.88%	3
Nursing and Midwifery Registered	0.6	5.00%	2

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				
166	136	322	307	60	56	150	160	81.9%	95.3%	93.3%	106.7%

<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	24	12.5%	41	8.8%	Leave	21.9%	14.6%
Agency	14	7.3%	16	3.4%	Sickness	4.1%	5.0%
Bank Only	24	12.5%	119	25.5%	Study Day	1.0%	3.3%
Substantive	130	67.7%	291	62.3%	<b>Total</b>	<b>27.0%</b>	<b>22.9%</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	53	0	79	8	Additional Clinical Services	5.1	19.81%	5
Obs Above Ward Threshold	0	0	44	6	Nursing and Midwifery Registered	5.3	34.36%	3
Maternity Leave	0	0	21	0				
Sickness	6	1	8	0				
OOH Temporary Staffing Use only	0	1	0	8				
Emergency AL	1	0	1	0				
Obs General Hospital	0	0	0	1				
<b>% Total</b>	<b>96.77%</b>	<b>3.23%</b>	<b>86.93%</b>	<b>13.07%</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				
147	161	202	185	30	29	60	60	109.5%	91.6%	96.7%	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	24	12.6%	39	15.9%	Leave	10.8%	11.1%
Agency	0	0.0%	0	0.0%	Sickness	1.6%	3.7%
Bank Only	10	5.3%	27	11.0%	Study Day	6.1%	8.3%
Substantive	156	82.1%	179	73.1%	<b>Total</b>	<b>18.5%</b>	<b>23.1%</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	23	6	31	15	Additional Clinical Services	3.6	22.50%	0
Sickness	2	0	3	7	Nursing and Midwifery Registered	1.8	15.00%	0
Emergency AL	2	1	5	2				
Special	0	0	1	2				
<b>% Total</b>	<b>79.41%</b>	<b>20.59%</b>	<b>60.61%</b>	<b>39.39%</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				
202	185	120	126	60	59	46	53	91.6%	105.0%	98.3%	115.2%

<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	34	13.9%	23	12.8%	Leave	1.3%	19.1%
Agency	6	2.5%	3	1.7%	Sickness	0.0%	0.0%
Bank Only	29	11.9%	43	24.0%	Study Day	3.3%	1.4%
Substantive	175	71.7%	110	61.5%	<b>Total</b>	<b>4.6%</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	68	0	51	2	Additional Clinical Services	2.4	26.01%	2
Obs Above Ward Threshold	0	1	9	0	Nursing and Midwifery Registered	5.6	33.77%	5
Planned Escort for Ext Appt	0	0	1	1				
<b>% Total</b>	<b>98.55%</b>	<b>1.45%</b>	<b>95.31%</b>	<b>4.69%</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				
198	189	120	129	60	60	46	46	95.5%	107.5%	100.0%	100.0%

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	17	6.8%	12	6.9%	Leave	7.9%	6.2%
Agency	0	0.0%	0	0.0%	Sickness	2.9%	2.8%
Bank Only	5	2.0%	0	0.0%	Study Day	3.3%	1.2%
Substantive	227	91.2%	163	93.1%	<b>Total</b>	<b>14.1%</b>	<b>10.2%</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	8	3	5	Additional Clinical Services	-0.2	-1.81%	1
Sickness	3	0	2	2	Nursing and Midwifery Registered	2.3	14.22%	12
Un-Planned Escort for Ext Appt	1	0	0	0				
<b>% Total</b>	<b>63.64%</b>	<b>36.36%</b>	<b>41.67%</b>	<b>58.33%</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				
202	179	120	124	60	61	46	49	88.6%	103.3%	101.7%	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	17	7.1%	3	1.7%	Leave	11.9%	16.5%
Agency	0	0.0%	4	2.3%	Sickness	0.8%	6.3%
Bank Only	34	14.2%	70	40.5%	Study Day	5.1%	6.1%
Substantive	189	78.8%	96	55.5%	<b>Total</b>	<b>17.8%</b>	<b>28.9%</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	33	2	68	3	Additional Clinical Services	3.3	35.80%	1
Emergency AL	13	0	0	1	Nursing and Midwifery Registered	0.1	0.66%	2
Obs Above Ward Threshold	2	1	0	0				
Special	0	0	2	0				
Sickness	0	0	1	0				
OOH Temporary Staffing Use only	0	0	0	1				
<b>% Total</b>	<b>94.12%</b>	<b>5.88%</b>	<b>93.42%</b>	<b>6.58%</b>				

Site Code	Hospital Site Name	Ward Name	Specialty
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				
198	176	120	115	60	60	46	46	88.9%	95.8%	100.0%	100.0%

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	30	12.7%	23	14.3%	Leave	13.0%	3.9%
Agency	24	10.2%	4	2.5%	Sickness	5.0%	16.0%
Bank Only	34	14.4%	45	28.0%	Study Day	2.3%	9.7%
Substantive	148	62.7%	89	55.3%	<b>Total</b>	<b>20.3%</b>	<b>29.6%</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	75	0	45	0	Additional Clinical Services	2.2	23.83%	3
Sickness	0	0	14	0	Nursing and Midwifery Registered	6.6	40.35%	1
Emergency AL	3	0	5	0				
Maternity Leave	7	0	0	0				
Planned Escort for Ext Appt	0	0	3	0				
ECT	0	0	3	0				
OOH Temporary Staffing Use only	0	0	2	0				
Special	0	1	0	0				
Study Leave	1	0	0	0				
Obs General Hospital	0	1	0	0				
<b>% Total</b>	<b>97.73%</b>	<b>2.27%</b>	<b>100.00%</b>	<b>0.00%</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				
142	170	150	181	60	60	60	68	119.7%	120.7%	100.0%	113.3%

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	52	22.6%	54	21.7%	Leave	12.2%	12.8%
Agency	3	1.3%	1	0.4%	Sickness	3.6%	6.0%
Bank Only	34	14.8%	22	8.8%	Study Day	2.2%	6.2%
Substantive	141	61.3%	172	69.1%	<b>Total</b>	<b>18.0%</b>	<b>25.0%</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	58	0	31	0	Additional Clinical Services	2.3	17.26%	0
Planned Escort for Ext Appt	13	0	14	0	Nursing and Midwifery Registered	1.0	9.09%	3
Sickness	5	0	15	0				
ECT	7	1	2	0				
Obs General Hospital	1	0	7	1				
Special	0	0	2	2				
Emergency AL	2	0	1	0				
Study Leave	2	0	0	0				
Obs Above Ward Threshold	0	0	1	0				
Un-Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>98.88%</b>	<b>1.12%</b>	<b>96.10%</b>	<b>3.90%</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				
155	160	210	179	60	60	60	60	103.2%	85.2%	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	25	11.4%	59	24.7%	Leave	7.2%	17.7%
Agency	0	0.0%	0	0.0%	Sickness	5.3%	10.3%
Bank Only	11	5.0%	6	2.5%	Study Day	1.4%	0.0%
Substantive	184	83.6%	174	72.8%	<b>Total</b>	<b>13.9%</b>	<b>28.0%</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				
Sickness	8	8	36	21	Additional Clinical Services	-0.9	-6.63%	0
Maternity Leave	10	0	0	0	Nursing and Midwifery Registered	1.3	10.13%	0
Obs Above Ward Threshold	0	3	0	4				
Estab Vacancies	3	0	1	0				
ECT	2	1	0	0				
Emergency AL	1	0	1	0				
Mandatory Training	0	0	1	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>66.67%</b>	<b>33.33%</b>	<b>61.54%</b>	<b>38.46%</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				
151	135	150	134	60	60	30	56	89.4%	89.3%	100.0%	186.7%

<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	8	4.1%	13	6.8%	Leave	7.4%	14.0%
Agency	2	1.0%	1	0.5%	Sickness	2.1%	0.0%
Bank Only	2	1.0%	66	34.7%	Study Day	1.3%	10.3%
Substantive	183	93.8%	110	57.9%	<b>Total</b>	<b>10.8%</b>	<b>24.3%</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	2	0	31	0	Additional Clinical Services	1.6	15.01%	0
Obs Above Ward Threshold	0	0	23	2	Nursing and Midwifery Registered	2.1	16.15%	3
Study Leave	0	0	17	0				
Emergency AL	7	0	2	0				
Sickness	3	0	1	0				
Obs General Hospital	0	0	2	0				
Special	0	0	0	1				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>96.25%</b>	<b>3.75%</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				
202	175	120	214	60	61	46	75	86.6%	178.3%	101.7%	163.0%

<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	9.7%	33	11.4%	Leave	13.6%	18.9%
Agency	6	2.5%	2	0.7%	Sickness	1.6%	2.1%
Bank Only	15	6.4%	95	32.9%	Study Day	3.6%	1.8%
Substantive	192	81.4%	159	55.0%	<b>Total</b>	<b>18.8%</b>	<b>22.8%</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	34	2	56	2	Additional Clinical Services	-1.8	-19.91%	0
Obs Above Ward Threshold	0	1	27	4	Nursing and Midwifery Registered	4.3	26.47%	5
Obs General Hospital	3	0	20	2				
Special	0	1	1	9				
Sickness	1	0	3	2				
Emergency AL	0	0	4	0				
OOH Temporary Staffing Use only	0	2	0	0				
<b>% Total</b>	<b>86.36%</b>	<b>13.64%</b>	<b>85.38%</b>	<b>14.62%</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				
114	104	74	74	30	0	0	35	91.2%	100.0%	0.0%	-

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	14.4%	24	22.0%	Leave	12.3%	4.0%
Agency	0	0.0%	0	0.0%	Sickness	0.6%	0.0%
Bank Only	24	23.1%	31	28.4%	Study Day	0.9%	0.0%
Substantive	65	62.5%	54	49.5%	<b>Total</b>	<b>13.8%</b>	<b>4.0%</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	37	0	43	2	Additional Clinical Services	1.0	50.00%	1
Special	2	0	8	1	Nursing and Midwifery Registered	2.0	25.00%	4.8
Emergency AL	0	0	1	0				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>94.55%</b>	<b>5.45%</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				
211	191	240	263	60	60	90	91	90.5%	109.6%	100.0%	101.1%

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	47	18.7%	66	18.6%	Leave	15.1%	9.2%
Agency	0	0.0%	1	0.3%	Sickness	11.4%	7.8%
Bank Only	51	20.3%	38	10.7%	Study Day	3.1%	0.2%
Substantive	153	61.0%	249	70.3%	<b>Total</b>	<b>29.6%</b>	<b>17.2%</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	91	2	71	3	Additional Clinical Services	5.2	25.78%	1
Sickness	1	1	8	0	Nursing and Midwifery Registered	6.5	41.23%	5
Planned Escort for Ext Appt	0	0	6	3				
Emergency AL	2	0	2	1				
Obs Above Ward Threshold	0	0	1	2				
Un-Planned Escort for Ext Appt	0	0	2	0				
Special	0	1	0	0				
OOH Temporary Staffing Use only	0	0	0	1				
Maternity Leave	0	0	1	0				
<b>% Total</b>	<b>95.92%</b>	<b>4.08%</b>	<b>90.10%</b>	<b>9.90%</b>				