Oxleas NHS Foundation Trust -
August 2014

Oxleas NHS

		No of Wards with planned Registered Nurse Satffing Levels below 80% Unify threshold - August 2014					
Registered Nurses Fill rate - wards reporting an occasion of staffing shortage > 20% within the month	Trust Target	Trust Actual	Adult Community	Adult Mental Health and Learning Disabilities	Children & Young People	Forensic & Persons	Older Adults
Total Wards		30	2	15	1	8	4
Day wards registering a shortage	tbc	0	0	0	0	0	0
Day % wards registering a shortage		0%	0%	0%	0%	0%	0%
Night wards registering a shortage	tbc	0	0	0	0	0	0
Night % wards registering a shortage		0%	0%	0%	0%	0%	0%

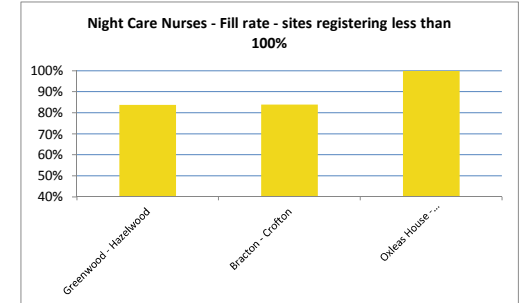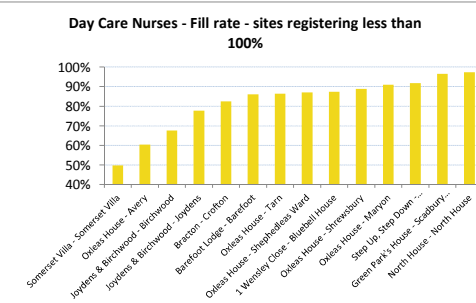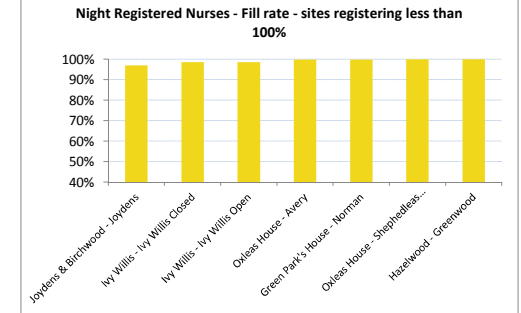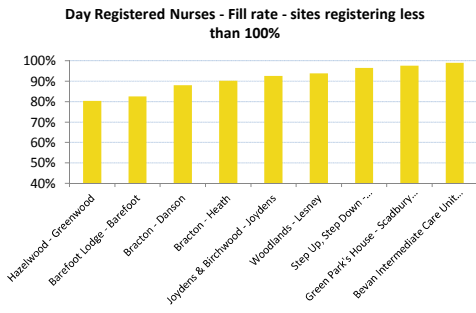|		No of Wards with planned Care Satffing Levels below 80% Unify threshold - August 2014					
Care Nurses Fill rate - wards reporting an occasion of staffing shortage > 20% within the month	Trust Target	Trust Actual	Adult Community	Adult Mental Health and Learning Disabilities	Children & Young People	Forensic & Persons	Older Adults
Total Wards		30	2	15	1	8	4
Day wards registering a shortage	tbc	4	0	2	0	2	0
Day % wards registering a shortage		13%	0%	13%	0%	25%	0%
Night wards registering a shortage	tbc	0	0	0	0	0	0
Night % wards registering a shortage		0%	0%	0%	0%	0%	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.
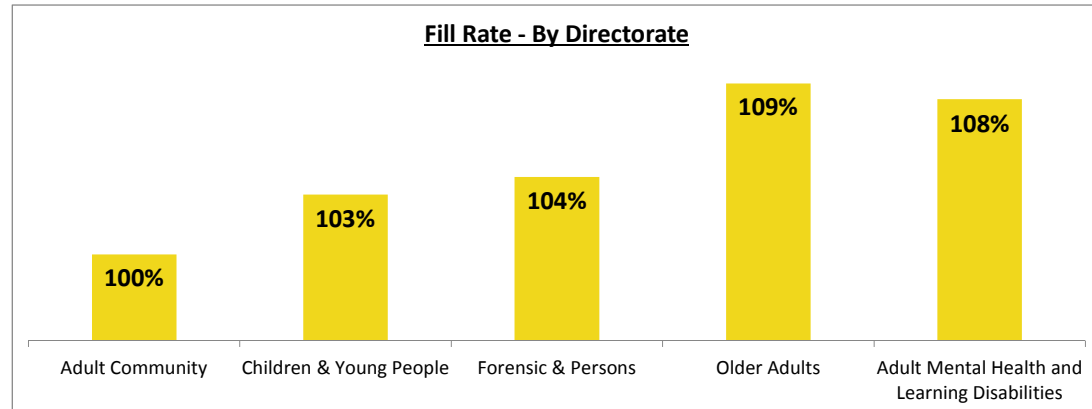
NHS England have subsequently provided further information and a monthly UNIFY submission to record the 'fill rate' has been developed. In addition to this submission Trusts must publish actual v planned fill rates on a ward by ward basis on their website with a link to this site from the NHS Choices website. The Board can receive monthly exception reports, providing the full information is published.

This month - Of the 30 wards providing in-patient services 14 wards reported an occasion of registered nurse staffing shortfall and 15 wards a care staffing shortfall. 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.

The tables on the left provides a summary of Directorate and Trust performance in accordance with the 80% unify threshhold. Exception reporting for

Fill Rate - By Directorate

Day Registered Nurses - Fill rate - sites registering less than 100%

Night Registered Nurses - Fill rate - sites registering less than 100%

Day Care Nurses - Fill rate - sites registering less than 100%

Night Care Nurses - Fill rate - sites registering less than 100%

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	98.9%	103.2%	117.3%	109.8%	No Commentary	NONE
Step Up, Step Down	SUSD/Neuro/Chislehurst	314 - Rehabilitation	96.4%	91.8%	102.4%	104.4%	No Commentary	NONE
Adult Mental Health and Learning Disabilities								
Barefoot Lodge	Barefoot	710 - Adult Mental Illness	82.6%	86.1%	126.8%	118.8%	Worked to required numbers - to review template	NONE
Goldie Leigh	Atlas House	700- Learning Disability	114.6%	110.6%	107.9%	138.8%	extra HCA booked for observations and acuity and new admissions of the ward	NONE
Green Park's House	Betts	710 - Adult Mental Illness	102.4%	110.6%	101.4%	106.5%	extra RMN and HCA booked on nights due to acuity of ward	NONE
Green Park's House	Goddington	710 - Adult Mental Illness	105.6%	110.6%	101.4%	135.6%	extra staff booked for increased level of observation both on ward and in PRUH	NONE
Green Park's House	Norman	710 - Adult Mental Illness	101.4%	108.2%	99.8%	116.2%	extra RMNs booked on ward round days, extra HCAs booked for increased levels of observation, for activity co-ordinator, cover some shifts due to acuity and for sleepovers	NONE
Ivy Willis	Ivy Willis Closed	710 - Adult Mental Illness	102.3%	112.1%	98.4%	110.1%	new staff working supernumerary	NONE
Ivy Willis	Ivy Willis Open	710 - Adult Mental Illness	161.8%	112.1%	98.4%	110.1%	extra HCA booked on nights for sleepovers	NONE
North House	North House	710 - Adult Mental Illness	121.4%	97.3%	110.4%	110.9%	RMN booked to cover RMN on supervised practice, extra HCA booked for planned client escorts	NONE
Oxleas House	Avery	710 - Adult Mental Illness	141.1%	60.4%	99.7%	160.7%	extra HCA booked to cover B3 activity co-ordinator post and extra RMNs booked for ward round days	NONE
Oxleas House	Maryon	710 - Adult Mental Illness	112.9%	91.0%	101.0%	150.3%	RMNs booked for HCA posts uncovered by bank office and for ward round days	NONE
Oxleas House	Shrewsbury	710 - Adult Mental Illness	102.9%	88.9%	104.6%	138.3%	HCA posts unable to be filled by bank covered by RMN and RMN booked for Ward rounds, extra HCA for sleepovers and escorts	NONE
Oxleas House	Tarn	710 - Adult Mental Illness	131.7%	86.3%	112.8%	103.2%	Difficulty booking HCA on bank so using RMN to cover. Extra staff required for observations	NONE
Somerset Villa	Somerset Villa	710 - Adult Mental Illness	145.2%	49.8%	101.8%	101.3%	RMNs booked to cover HCA post	NONE
Woodlands	Lesney	710 - Adult Mental Illness	93.9%	127.0%	104.7%	187.4%	extra HCA booked for increased observations, extra RMN booked to cover HCA, DSN and Ward rounds shift	NONE
Woodlands	Milbrook	710 - Adult Mental Illness	129.2%	120.8%	100.0%	106.8%	Additional day staff for observation	NONE
Children & Young People								
1 Wensley Close	Bluebell House	420 - Paediatrics	116.1%	87.3%	111.0%	114.6%	Additional staffing to cover additional observations. Nursing staff cover for care staffing shortfall.	NONE
Forensic & Persons								
Bracton	Burgess	712 - Forensic Psychiatry	129.2%	104.0%	131.1%	106.8%	Due to delayed opening of the new PICU we have additional staff currently working on Burgess	NONE
Bracton	Crofton	712 - Forensic Psychiatry	150.3%	82.4%	119.5%	83.9%	Due to delayed opening of the new PICU we have additional staff currently working on Crofton	NONE
Bracton	Danson	712 - Forensic Psychiatry	88.1%	104.0%	100.1%	101.9%	Review of qualified staff on Danson is underway they have a higher ratio than other areas. It's likely that this resource will be diverted in to a physical health resource for the directorate in line with NHS England expectations	NONE
Bracton	Heath	712 - Forensic Psychiatry	90.3%	127.2%	113.3%	108.6%	Have two band 5 vaccancies and it has not always been possible to cover with Q bank staff	NONE
Greenwood	Hazelwood	712 - Forensic Psychiatry	111.7%	103.4%	122.5%	83.8%	No commentary	NONE
Hazelwood	Greenwood	712 - Forensic Psychiatry	80.4%	126.3%	99.9%	111.1%	Two band 5 vacancies and clinical view has been that it has not always been necessary for those to be covered by Qualifies staff	NONE
Joydens & Birchwood	Birchwood	712 - Forensic Psychiatry	155.2%	67.6%	101.0%	100.1%	A small team with a vacancy for HCA which was covered ay qualified staff as there were no HCAs available	NONE
Joydens & Birchwood	Joydens	712 - Forensic Psychiatry	92.6%	77.7%	96.9%	100.1%	This was due to high levels of sickness that we were not always able to cover with bank staff	NONE
Older Adults								
Green Park's House	Scadbury Ward	715 - Old Age Psychiatry	97.6%	96.6%	104.5%	123.8%	Additional staff booked for high levels of acuity.	NONE
Memorial Hospital	Oaktree Lodge	715 - Old Age Psychiatry	105.8%	107.9%	114.6%	135.6%	Additional staff booked for high levels of acuity.	NONE
Oxleas House	Shephedleas Ward	715 - Old Age Psychiatry	101.5%	87.1%	99.9%	99.9%	Occasional non-availability of Care Staff covered by Reg. nurses or manager.	NONE
Woodlands	Camden / Leyton Ward	715 - Old Age Psychiatry	109.4%	117.2%	138.7%	117.1%	Additional staff booked for high levels of acuity	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.