

Fill rate indicator return

Staffing: Nursing, midwifery and care staff

Org: RPG Oxleas NHS Foundation Trust

Period: August_2017-18

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)

http://www.oxleas.nhs.uk/about-us/safe-staffing

Comments

Only complete sites your organisation is accountable for

Validation alerts (see control panel)

Hospital Site Details		Ward name	Main 2 Specialties on each ward		Day				Night				Day		Night	
					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 (%)
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		1140.00	1427.25	1567.50	1480.75	581.25	347.18	581.25	985.25	125.2%	94.5%	59.7%	169.5%
RPGAB	BRACTON	Burgess	712 - FORENSIC PSYCHIATRY		1132.50	1454.70	1567.50	1812.33	290.63	375.78	581.25	961.82	128.5%	115.6%	129.3%	165.5%
RPGAB	BRACTON	Danson	712 - FORENSIC PSYCHIATRY		1132.50	937.50	1777.50	1571.53	290.63	281.50	581.25	590.27	82.8%	88.4%	96.9%	101.6%
RPGAB	BRACTON	Heath	712 - FORENSIC PSYCHIATRY		1132.50	1170.67	1972.50	1686.00	290.63	272.12	581.25	599.82	103.4%	85.5%	93.6%	103.2%
RPGAB	BRACTON	Joydens	712 - FORENSIC PSYCHIATRY		1140.00	1181.00	1567.50	1456.00	290.63	348.18	581.25	1068.82	103.6%	92.9%	119.8%	183.9%
RPGAB	BRACTON	Birchwood	712 - FORENSIC PSYCHIATRY		667.50	648.50	1102.50	588.48	290.63	290.88	290.63	290.88	97.2%	53.4%	100.1%	100.1%
RPGAG	MEMORIAL HOSPITAL	Hazelwood	712 - FORENSIC PSYCHIATRY		1132.50	993.50	1567.50	976.00	581.25	281.00	581.25	562.00	87.7%	62.3%	48.3%	96.7%
RPGAG	MEMORIAL HOSPITAL	Greenwood	712 - FORENSIC PSYCHIATRY		1140.00	950.92	1567.50	1249.50	581.25	290.37	581.25	831.30	83.4%	79.7%	50.0%	143.0%
RPGAG	MEMORIAL HOSPITAL	Oaktree Lodge	715 - OLD AGE PSYCHIATRY		1102.50	1202.25	1492.50	1945.63	581.25	581.02	871.88	891.82	109.0%	130.4%	100.0%	102.3%
RPGAD	GREEN PARK'S HOUSE	Scadbury Ward	715 - OLD AGE PSYCHIATRY		1207.50	1252.03	1162.50	1397.92	581.25	592.27	581.25	776.43	103.7%	120.3%	101.9%	133.6%
RPGAE	OXLEAS HOUSE	Shepherdleas Ward	715 - OLD AGE PSYCHIATRY		1170.00	1125.47	1162.50	1461.77	581.25	543.27	290.63	636.93	96.2%	125.7%	93.5%	219.2%
RPGAH	WOODLANDS	Holbrook	715 - OLD AGE PSYCHIATRY		1267.50	966.95	2430.00	2915.15	581.25	563.33	1453.13	1576.40	76.3%	120.0%	96.9%	108.5%
RPGGP	1 WENSLEY CLOSE	Bluebell House	420 - PAEDIATRICS		450.00	532.50	660.00	667.50	200.00	210.00	250.00	270.00	118.3%	101.1%	105.0%	108.0%
RPGAN	GOLDIE LEIGH	Atlas House	700 - LEARNING DISABILITY		1102.50	1265.00	2377.50	3102.92	589.00	323.00	589.00	569.75	114.7%	130.5%	54.8%	96.7%
RPGAE	OXLEAS HOUSE	Avery	710 - ADULT MENTAL ILLNESS		1537.50	1175.50	930.00	939.97	581.25	560.50	290.63	314.50	76.5%	101.1%	96.4%	108.2%
RPGAP	BAREFOOT LODGE	Barefoot	710 - ADULT MENTAL ILLNESS		1470.00	1029.25	930.00	1022.00	296.05	295.30	592.10	593.85	70.0%	109.9%	99.7%	100.3%
RPGAD	GREEN PARK'S HOUSE	Betts	710 - ADULT MENTAL ILLNESS		1537.50	1203.50	930.00	823.50	581.25	525.47	290.63	290.88	78.3%	88.5%	90.4%	100.1%
RPGAD	GREEN PARK'S HOUSE	Goddington	710 - ADULT MENTAL ILLNESS		1500.00	1124.98	930.00	950.00	581.25	563.00	290.63	312.65	75.0%	102.2%	96.9%	107.6%
RPGAH	WOODLANDS	Lesney	710 - ADULT MENTAL ILLNESS		1567.50	1208.27	930.00	962.13	581.25	580.73	290.63	402.77	77.1%	103.5%	99.9%	138.6%
RPGAE	OXLEAS HOUSE	Maryon	710 - ADULT MENTAL ILLNESS		1530.00	1193.50	930.00	962.00	581.25	522.50	290.63	396.25	78.0%	103.4%	89.9%	136.3%
RPGAH	WOODLANDS	Milbrook	710 - ADULT MENTAL ILLNESS		1567.50	1151.25	930.00	1095.75	581.25	534.85	290.63	309.65	73.4%	117.8%	92.0%	106.5%
RPGAD	GREEN PARK'S HOUSE	Norman	710 - ADULT MENTAL ILLNESS		1500.00	1157.50	930.00	942.00	581.25	422.25	290.63	347.18	77.2%	101.3%	72.6%	119.5%
RPGAE	OXLEAS HOUSE	Shrewsbury	710 - ADULT MENTAL ILLNESS		1567.50	1127.50	930.00	1224.00	589.00	503.50	294.50	446.75	71.9%	131.6%	85.5%	151.7%
RPGAE	OXLEAS HOUSE	Tarn	710 - ADULT MENTAL ILLNESS		1177.50	1488.00	1567.50	2293.23	581.25	693.13	581.25	1397.77	126.4%	146.3%	119.2%	240.5%
RPGFV	BEVAN INTERMEDIATE CARE UNIT	GICU	314 - REHABILITATION		1912.50	1401.50	1627.50	1583.00	620.00	610.00	620.00	620.00	73.3%	97.3%	98.4%	100.0%
RPGFD	STEP UP, STEP DOWN	Bexley Meadowview	314 - REHABILITATION		1740.00	1393.00	1627.50	1435.50	930.00	750.00	930.00	970.00	80.1%	88.2%	80.6%	104.3%
RPGHR	BELMARSH	Belmarsh	712 - FORENSIC PSYCHIATRY		1107.50	1055.25	766.50	557.25	341.00	363.00	0.00	171.50	95.3%	72.7%	106.5%	-
RPGHT	THAMESIDE	Thameside	712 - FORENSIC PSYCHIATRY		953.50	1048.50	766.50	723.00	356.50	333.50	0.00	11.50	110.0%	94.3%	93.5%	-

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				
147	166	317	408	62	34	62	60	112.9%	128.7%	54.8%	96.8%

<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	35	17.5%	72	15.4%	Leave	21.1%	15.2%
Agency	0	0.0%	29	6.2%	Sickness	2.9%	1.4%
Bank Only	47	23.5%	33	7.1%	Study Day	0.0%	2.4%
Substantive	118	59.0%	334	71.4%	Total	24.0%	22.3%

<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	74	6	128	4	Additional Clinical Services	-0.6	-2.73%	4
Obs Above Ward Threshold	0	0	1	0	Nursing and Midwifery Registered	2.0	22.22%	0
Special	0	1	0	0				
Mandatory Training	0	1	0	0				
OOH Temporary Staffing Use only	0	0	0	1				
% Total	90.24%	9.76%	96.27%	3.73%				

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				
205	168	124	133	62	59	31	34	82.0%	107.3%	95.2%	109.7%

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	45	19.8%	31	18.6%	Leave	10.2%	25.9%
Agency	17	7.5%	5	3.0%	Sickness	14.0%	3.9%
Bank Only	53	23.3%	33	19.8%	Study Day	0.7%	0.0%
Substantive	112	49.3%	98	58.7%	Total	33.6%	29.9%

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				
Estab Vacancies	61	6	50	0	Additional Clinical Services	2.2	23.83%	3
Sickness	40	0	6	1	Nursing and Midwifery Registered	4.3	26.47%	2
Emergency AL	3	1	3	0				
OOH Temporary Staffing Use only	0	1	0	5				
Obs Above Ward Threshold	0	2	1	1				
Obs General Hospital	1	0	1	0				
Planned Escort for Ext Appt	0	0	0	1				
% Total	91.30%	8.70%	88.41%	11.59%				

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				
196	139	124	147	31	31	62	62	70.9%	118.5%	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	17	10.0%	20	9.6%	Leave	24.8%	16.7%
Agency	0	0.0%	22	10.5%	Sickness	8.5%	1.8%
Bank Only	0	0.0%	1	0.5%	Study Day	5.5%	1.8%
Substantive	153	90.0%	166	79.4%	Total	40.1%	20.3%

<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				
Special	0	0	27	5	Additional Clinical Services	0.8	7.41%	0
Sickness	7	3	7	0	Nursing and Midwifery Registered	-1.0	-10.00%	0
Estab Vacancies	6	1	4	0				
% Total	76.47%	23.53%	88.37%	11.63%				

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				
108	187	77	104	31	33	0	16	173.1%	135.1%	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	78	35.5%	33	27.5%	Leave	28.7%	15.7%
Agency	0	0.0%	0	0.0%	Sickness	2.8%	0.0%
Bank Only	0	0.0%	12	10.0%	Study Day	0.0%	0.0%
Substantive	142	64.5%	75	62.5%	Total	37.1%	15.7%

<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	41	28	0	4	Additional Clinical Services	-4.0	No Establishment	0
Obs Above Ward Threshold	4	0	18	19	Nursing and Midwifery Registered	1.7	10.60%	1
Sickness	0	3	0	0				
Study Leave	0	0	0	2				
Mandatory Training	0	0	0	2				
Planned Escort for Ext Appt	0	2	0	0				
% Total	57.69%	42.31%	40.00%	60.00%				

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				
205	170	124	117	62	56	31	31	82.9%	94.4%	90.3%	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	26	11.5%	27	18.2%	Leave	19.1%	27.5%
Agency	27	11.9%	11	7.4%	Sickness	4.0%	0.9%
Bank Only	25	11.1%	24	16.2%	Study Day	1.0%	4.8%
Substantive	148	65.5%	86	58.1%	Total	26.9%	41.3%

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	62	2	59	2	Additional Clinical Services	2.2	23.83%	1
Sickness	4	3	0	1	Nursing and Midwifery Registered	6.6	40.35%	1
Special	4	1	0	0				
Emergency AL	1	0	0	0				
Mandatory Training	1	0	0	0				
% Total	92.31%	7.69%	95.16%	4.84%				

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				
232	201	217	216	93	75	93	97	86.6%	99.5%	80.6%	104.3%

<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	29	10.5%	41	13.1%	Leave	10.7%	8.0%
Agency	93	33.7%	25	8.0%	Sickness	7.4%	10.1%
Bank Only	11	4.0%	5	1.6%	Study Day	0.3%	0.3%
Substantive	143	51.8%	242	77.3%	Total	32.1%	33.9%

<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	126	5	40	0	Additional Clinical Services	2.3	10.30%	4
Sickness	0	0	29	1	Nursing and Midwifery Registered	6.8	38.46%	6
OOH Temporary Staffing Use only	0	1	0	1				
Emergency AL	0	1	0	0				
% Total	94.74%	5.26%	97.18%	2.82%				

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

Planned Vs Actual Shifts

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
89	89	147	84	31	31	31	31	100.0%	57.1%	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	29	24.2%	31	27.0%	Leave	23.7%	25.2%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	31.6%
Bank Only	36	30.0%	59	51.3%	Study Day	2.3%	5.3%
Substantive	55	45.8%	25	21.7%	Total	30.9%	62.2%

<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	55	6	81	5	Additional Clinical Services	7.6	69.09%	3
Sickness	2	0	3	0	Nursing and Midwifery Registered	3.0	37.50%	2
Planned Escort for Ext Appt	2	0	0	1				
% Total	90.77%	9.23%	93.33%	6.67%				

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				
60	71	88	89	20	21	25	27	118.3%	101.1%	105.0%	108.0%

<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	6.5%	5	4.3%	Leave	0.0%	0.0%
Agency	0	0.0%	5	4.3%	Sickness	0.0%	0.0%
Bank Only	11	12.0%	6	5.2%	Study Day	0.0%	0.0%
Substantive	75	81.5%	100	86.2%	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	13	4	14	2	Additional Clinical Services	0.0	0.00%	1
% Total	76.47%	23.53%	87.50%	12.50%	Nursing and Midwifery Registered	2.4	27.27%	2

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

Planned Vs Actual Shifts

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	208	209	260	31	40	62	103	137.7%	124.4%	129.0%	166.1%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	60	24.2%	84	23.1%	Leave	23.4%	15.3%
Agency	0	0.0%	25	6.9%	Sickness	0.4%	0.9%
Bank Only	3	1.2%	25	6.9%	Study Day	0.2%	1.1%
Substantive	185	74.6%	229	63.1%	Total	25.1%	19.0%

<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	42	19	72	62	Additional Clinical Services	3.6	22.50%	4
Emergency AL	1	0	0	0	Nursing and Midwifery Registered	2.0	14.29%	1
Obs Above Ward Threshold	1	0	0	0				
% Total	69.84%	30.16%	53.73%	46.27%				

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				
152	198	209	207	62	37	62	105	130.3%	99.0%	59.7%	169.4%

<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	49	20.9%	69	22.1%	Leave	20.1%	20.9%
Agency	0	0.0%	9	2.9%	Sickness	0.0%	1.6%
Bank Only	0	0.0%	59	18.9%	Study Day	2.1%	0.4%
Substantive	186	79.1%	175	56.1%	Total	24.2%	26.0%

<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	30	9	63	35	Additional Clinical Services	5.0	31.25%	3
Estab Vacancies	4	3	25	12	Nursing and Midwifery Registered	2.2	15.71%	7
Planned Escort for Ext Appt	3	0	0	1				
Obs General Hospital	0	0	1	0				
% Total	75.51%	24.49%	64.96%	35.04%				

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

Planned Vs Actual Shifts

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	133	237	213	31	30	62	63	88.1%	89.9%	96.8%	101.6%

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	55	33.7%	54	19.6%	Leave	23.1%	23.6%
Agency	0	0.0%	1	0.4%	Sickness	13.4%	13.7%
Bank Only	12	7.4%	74	26.8%	Study Day	2.5%	0.4%
Substantive	96	58.9%	147	53.3%	Total	55.0%	40.2%

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	38	4	71	14	Additional Clinical Services	8.5	42.90%	2
Sickness	19	2	27	0	Nursing and Midwifery Registered	2.2	18.03%	5
Emergency AL	1	0	8	0				
Special	0	0	9	0				
Mandatory Training	2	0	0	0				
Study Leave	1	0	0	0				
% Total	91.04%	8.96%	89.15%	10.85%				

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				
255	195	217	235	62	61	62	62	76.5%	108.3%	98.4%	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	23	9.0%	14	4.7%	Leave	20.2%	17.1%
Agency	89	34.8%	24	8.1%	Sickness	0.0%	3.5%
Bank Only	14	5.5%	1	0.3%	Study Day	0.7%	0.6%
Substantive	130	50.8%	258	86.9%	Total	21.3%	21.2%

<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	102	17	33	6	Additional Clinical Services	4.2	20.43%	0
Emergency AL	2	0	0	0	Nursing and Midwifery Registered	3.4	30.07%	1
Sickness	2	0	0	0				
% Total	86.18%	13.82%	84.62%	15.38%				

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				
200	158	124	135	62	60	31	33	79.0%	108.9%	96.8%	106.5%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	37	17.0%	33	19.6%	Leave	33.3%	10.4%
Agency	74	33.9%	17	10.1%	Sickness	3.4%	21.5%
Bank Only	26	11.9%	8	4.8%	Study Day	0.3%	1.5%
Substantive	81	37.2%	110	65.5%	Total	36.9%	49.4%

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	126	3	24	3	Additional Clinical Services	-0.4	-4.46%	1
Sickness	1	0	19	1	Nursing and Midwifery Registered	6.4	39.14%	4
OOH Temporary Staffing Use only	2	2	0	3				
Obs Above Ward Threshold	1	1	2	1				
Obs General Hospital	0	0	4	1				
Emergency AL	1	0	0	0				
% Total	95.62%	4.38%	84.48%	15.52%				

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				
152	131	209	177	62	31	62	89	86.2%	84.7%	50.0%	143.5%

<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	27	16.7%	34	12.8%	Leave	22.1%	16.0%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	2.2%
Bank Only	0	0.0%	23	8.6%	Study Day	1.0%	0.3%
Substantive	135	83.3%	209	78.6%	Total	38.0%	18.9%

<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	17	10	32	23	Additional Clinical Services	3.0	18.75%	2
Sickness	0	0	0	1	Nursing and Midwifery Registered	4.2	30.00%	4
Mandatory Training	0	0	0	1				
% Total	62.96%	37.04%	56.14%	43.86%				

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

Planned Vs Actual Shifts

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	134	209	133	62	30	62	60	88.7%	63.6%	48.4%	96.8%

<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	3	1.8%	11	5.7%	Leave	18.7%	15.0%
Agency	0	0.0%	0	0.0%	Sickness	9.6%	7.3%
Bank Only	0	0.0%	4	2.1%	Study Day	0.4%	0.5%
Substantive	161	98.2%	178	92.2%	Total	29.6%	25.3%

<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	9	3	Additional Clinical Services	1.6	10.67%	2
Emergency AL	0	0	1	0	Nursing and Midwifery Registered	2.4	16.00%	3
Sickness	0	0	0	1				
Special	0	0	0	1				
% Total	66.67%	33.33%	66.67%	33.33%				

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

Planned Vs Actual Shifts

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
151	163	263	236	31	29	62	64	107.9%	89.7%	93.5%	103.2%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	48	25.0%	66	22.0%	Leave	16.2%	20.1%
Agency	0	0.0%	20	6.7%	Sickness	4.1%	7.7%
Bank Only	13	6.8%	21	7.0%	Study Day	2.2%	1.9%
Substantive	131	68.2%	193	64.3%	Total	26.4%	37.1%

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	50	3	78	15	Additional Clinical Services	1.4	8.62%	1
Planned Escort for Ext Appt	3	0	7	3	Nursing and Midwifery Registered	2.6	21.67%	3.41
Obs Above Ward Threshold	2	0	3	1				
Sickness	2	0	0	0				
Obs General Hospital	1	0	0	0				
% Total	95.08%	4.92%	82.24%	17.76%				

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				
169	129	324	406	62	60	155	168	76.3%	125.3%	96.8%	108.4%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	35	18.5%	48	8.4%	Leave	25.6%	7.5%
Agency	38	20.1%	157	27.4%	Sickness	14.0%	10.6%
Bank Only	17	9.0%	64	11.1%	Study Day	0.2%	0.4%
Substantive	99	52.4%	305	53.1%	Total	45.5%	19.4%

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	74	11	139	4	Additional Clinical Services	5.7	22.13%	1
Obs Above Ward Threshold	1	3	86	4	Nursing and Midwifery Registered	5.5	35.65%	7
Sickness	1	0	21	1				
OOH Temporary Staffing Use only	0	0	0	14				
% Total	84.44%	15.56%	91.45%	8.55%				

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				
152	164	209	201	31	37	62	114	107.9%	96.2%	119.4%	183.9%

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	57	28.4%	35	11.1%	Leave	14.5%	26.7%
Agency	0	0.0%	45	14.3%	Sickness	1.4%	5.1%
Bank Only	33	16.4%	131	41.6%	Study Day	5.3%	5.0%
Substantive	111	55.2%	104	33.0%	Total	33.4%	38.9%

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				
Estab Vacancies	40	20	84	25	Additional Clinical Services	7.0	43.75%	5
Obs Above Ward Threshold	8	20	16	80	Nursing and Midwifery Registered	2.6	21.67%	4
Study Leave	0	0	6	0				
Special	1	1	0	0				
% Total	54.44%	45.56%	50.24%	49.76%				

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				
209	164	124	132	62	62	31	43	78.5%	106.5%	100.0%	138.7%

<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	36	15.9%	10	5.7%	Leave	12.3%	12.1%
Agency	37	16.4%	22	12.6%	Sickness	2.9%	4.9%
Bank Only	28	12.4%	16	9.1%	Study Day	2.9%	2.2%
Substantive	125	55.3%	127	72.6%	Total	29.6%	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	82	8	16	6	Additional Clinical Services	1.4	15.13%	3
Sickness	9	0	11	0	Nursing and Midwifery Registered	4.6	27.75%	3
Obs Above Ward Threshold	2	0	11	4				
% Total	92.08%	7.92%	79.17%	20.83%				

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

Planned Vs Actual Shifts

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
204	165	124	132	62	55	31	42	80.9%	106.5%	88.7%	135.5%

<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	41	18.6%	20	11.5%	Leave	13.1%	20.9%
Agency	5	2.3%	14	8.0%	Sickness	8.8%	1.7%
Bank Only	19	8.6%	10	5.7%	Study Day	0.4%	0.0%
Substantive	155	70.5%	130	74.7%	Total	26.2%	23.1%

<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	29	10	16	4	Additional Clinical Services	1.2	12.95%	3
Sickness	18	5	10	2	Nursing and Midwifery Registered	3.7	22.79%	3
Obs Above Ward Threshold	0	3	0	5				
OOH Temporary Staffing Use only	0	0	0	7				
% Total	72.31%	27.69%	59.09%	40.91%				

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				
209	156	124	151	62	57	31	33	74.6%	121.8%	91.9%	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	19	8.9%	47	25.5%	Leave	10.8%	20.3%
Agency	1	0.5%	29	15.8%	Sickness	0.5%	20.7%
Bank Only	68	31.9%	35	19.0%	Study Day	0.0%	0.3%
Substantive	125	58.7%	73	39.7%	Total	25.7%	48.7%

<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	86	0	95	3	Additional Clinical Services	1.8	19.48%	5
Obs Above Ward Threshold	0	0	6	0	Nursing and Midwifery Registered	7.0	42.20%	3
Emergency AL	0	0	2	1				
Sickness	1	0	1	0				
OOH Temporary Staffing Use only	0	0	2	0				
Special	0	0	1	0				
Study Leave	1	0	0	0				
% Total	100.00%	0.00%	96.40%	3.60%				

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				
200	165	124	131	62	45	31	37	82.5%	105.6%	72.6%	119.4%

<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	26	12.4%	22	13.1%	Leave	22.6%	14.1%
Agency	21	10.0%	13	7.7%	Sickness	1.2%	0.0%
Bank Only	18	8.6%	2	1.2%	Study Day	0.3%	5.8%
Substantive	145	69.0%	131	78.0%	Total	26.5%	20.5%

<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	54	6	30	4	Additional Clinical Services	1.2	12.95%	1
OOH Temporary Staffing Use only	0	0	0	3	Nursing and Midwifery Registered	6.6	40.35%	4
Emergency AL	2	0	0	0				
Sickness	2	0	0	0				
Special	0	1	0	0				
% Total	89.23%	10.77%	81.08%	18.92%				

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				
147	166	199	272	62	62	93	95	112.9%	136.7%	100.0%	102.2%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	71	31.1%	57	15.5%	Leave	14.9%	10.1%
Agency	2	0.9%	74	20.2%	Sickness	13.6%	20.1%
Bank Only	21	9.2%	80	21.8%	Study Day	0.0%	0.4%
Substantive	134	58.8%	156	42.5%	Total	33.2%	30.6%

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	63	0	44	0	Additional Clinical Services	1.0	7.34%	2
Obs Above Ward Threshold	3	0	96	7	Nursing and Midwifery Registered	1.0	9.09%	1
Sickness	6	2	28	1				
Planned Escort for Ext Appt	12	0	13	0				
ECT	8	0	3	0				
OOH Temporary Staffing Use only	0	0	0	11				
Emergency AL	0	0	7	0				
Obs General Hospital	0	0	0	1				
% Total	97.87%	2.13%	90.52%	9.48%				

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				
161	170	155	196	62	63	62	82	105.6%	126.5%	101.6%	132.3%

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	31	13.3%	47	16.9%	Leave	15.9%	16.7%
Agency	2	0.9%	26	9.4%	Sickness	3.1%	0.8%
Bank Only	21	9.0%	15	5.4%	Study Day	2.3%	1.9%
Substantive	179	76.8%	190	68.3%	Total	23.2%	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				
Estab Vacancies	33	10	25	2	Additional Clinical Services	1.1	8.61%	2
Obs Above Ward Threshold	6	2	46	9	Nursing and Midwifery Registered	1.3	10.13%	2
Sickness	2	0	2	0				
Emergency AL	0	0	1	1				
Special	0	1	0	0				
Planned Escort for Ext Appt	0	0	1	0				
OOH Temporary Staffing Use only	0	0	1	0				
% Total	75.93%	24.07%	86.36%	13.64%				

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				
156	153	155	198	62	58	31	68	98.1%	127.7%	93.5%	219.4%

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	13.7%	16	6.0%	Leave	27.7%	21.2%
Agency	15	7.1%	57	21.4%	Sickness	1.7%	6.5%
Bank Only	19	9.0%	59	22.2%	Study Day	3.9%	0.5%
Substantive	148	70.1%	134	50.4%	Total	36.2%	37.5%

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	58	1	49	0	Additional Clinical Services	1.1	10.42%	1
Obs Above Ward Threshold	0	0	61	7	Nursing and Midwifery Registered	2.1	16.15%	3
Emergency AL	0	0	6	0				
Sickness	2	0	1	1				
Planned Escort for Ext Appt	0	0	3	0				
Special	1	1	0	0				
Obs General Hospital	0	0	2	0				
OOH Temporary Staffing Use only	0	0	0	2				
% Total	96.83%	3.17%	92.42%	7.58%				

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				
209	159	124	172	62	53	31	47	76.1%	138.7%	85.5%	151.6%

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	24.5%	16	7.3%	Leave	22.6%	6.6%
Agency	2	0.9%	53	24.2%	Sickness	4.0%	3.1%
Bank Only	48	22.6%	41	18.7%	Study Day	1.0%	1.2%
Substantive	110	51.9%	109	49.8%	Total	28.6%	17.0%

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				
Estab Vacancies	95	3	64	2	Additional Clinical Services	2.6	28.18%	3
Obs Above Ward Threshold	1	0	18	8	Nursing and Midwifery Registered	7.3	44.85%	3
Sickness	1	1	5	0				
OOH Temporary Staffing Use only	0	0	0	7				
Emergency AL	1	0	5	0				
Mandatory Training	0	0	0	1				
% Total	96.08%	3.92%	83.64%	16.36%				

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				
157	206	209	335	62	74	62	148	131.2%	160.3%	119.4%	238.7%

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	52	18.6%	39	8.1%	Leave	21.9%	13.5%
Agency	9	3.2%	271	56.1%	Sickness	1.3%	2.7%
Bank Only	7	2.5%	82	17.0%	Study Day	4.0%	4.0%
Substantive	212	75.7%	91	18.8%	Total	31.5%	21.0%

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	26	19	221	67	Additional Clinical Services	13.6	65.95%	1
Estab Vacancies	7	12	54	13	Nursing and Midwifery Registered	-0.7	-4.53%	0
OOH Temporary Staffing Use only	0	0	0	24				
Study Leave	1	0	7	0				
Sickness	2	0	2	0				
Obs General Hospital	0	0	2	1				
Emergency AL	1	0	0	0				
Planned Escort for Ext Appt	0	0	1	0				
% Total	54.41%	45.59%	73.21%	26.79%				

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

Planned Vs Actual Shifts

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
94	183	77	125	31	29	0	1	194.7%	162.3%	93.5%	-

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	30	14.2%	20	15.9%	Leave	18.0%	10.2%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	1.7%
Bank Only	52	24.5%	28	22.2%	Study Day	0.7%	0.0%
Substantive	130	61.3%	78	61.9%	Total	24.9%	37.8%

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	68	4	38	0	Additional Clinical Services	-4.0	No Establishment	0
Maternity Leave	8	0	8	0	Nursing and Midwifery Registered	7.7	44.55%	1
Emergency AL	2	0	0	0				
Sickness	0	0	2	0				
% Total	95.12%	4.88%	100.00%	0.00%				