

# 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		1140.00	1184.75	1567.50	1869.00	581.25	441.86	581.25	778.54	103.9%	119.2%	76.0%	133.9%	480	3.4	5.5	8.9
RPGAB	BRACTON	Burgess	712 - FORENSIC PSYCHIATRY		1140.00	1112.36	1567.50	1547.92	581.25	566.30	581.25	595.01	97.6%	98.8%	97.4%	102.4%	505	3.3	4.2	7.6
RPGAB	BRACTON	Danson	712 - FORENSIC PSYCHIATRY		1140.00	899.17	1777.50	1718.76	290.63	290.78	581.25	581.56	78.9%	96.7%	100.1%	100.1%	510	2.3	4.5	6.8
RPGAB	BRACTON	Heath	712 - FORENSIC PSYCHIATRY		1102.50	1150.00	1972.50	1809.75	290.63	328.92	581.25	777.16	104.3%	91.7%	113.2%	133.7%	480	3.1	5.4	8.5
RPGAB	BRACTON	Joydens	712 - FORENSIC PSYCHIATRY		1140.00	1227.00	1567.50	1532.50	290.63	318.92	581.25	647.22	107.6%	97.8%	109.7%	111.3%	390	4.0	5.6	9.6
RPGAB	BRACTON	Birchwood	712 - FORENSIC PSYCHIATRY		780.00	699.00	1102.50	848.00	290.63	290.78	290.63	300.16	89.6%	76.9%	100.1%	103.3%	380	2.6	3.0	5.6
RPGAG	MEMORIAL HOSPITAL	Hazelwood	712 - FORENSIC PSYCHIATRY		1140.00	1084.00	1567.50	1363.33	581.25	459.13	581.25	552.83	95.1%	87.0%	79.0%	95.1%	446	3.5	4.3	7.8
RPGAG	MEMORIAL HOSPITAL	Greenwood	712 - FORENSIC PSYCHIATRY		1140.00	1172.36	1567.50	1298.33	581.25	299.84	581.25	862.04	102.8%	82.8%	51.6%	148.3%	475	3.1	4.5	7.6
RPGAG	MEMORIAL HOSPITAL	Oaktree Lodge	715 - OLD AGE PSYCHIATRY		1102.50	1088.42	1492.50	1539.50	581.25	572.18	871.88	619.80	98.7%	103.1%	98.4%	71.1%	390	4.3	5.5	9.8
RPGAD	GREEN PARK'S HOUSE	Scadbury Ward	715 - OLD AGE PSYCHIATRY		1207.50	1140.98	1627.50	1449.42	581.25	572.18	581.25	580.06	94.5%	89.1%	98.4%	99.8%	598	2.9	3.4	6.3
RPGAE	OXLEAS HOUSE	Shepherdleas Ward	715 - OLD AGE PSYCHIATRY		1170.00	1061.48	1162.50	1443.98	581.25	580.94	290.63	450.01	90.7%	124.2%	99.9%	154.8%	511	3.2	3.7	6.9
RPGAH	WOODLANDS	Holbrook	715 - OLD AGE PSYCHIATRY		1290.00	1073.44	2422.50	2876.98	581.25	564.92	1453.13	2017.19	83.2%	118.8%	97.2%	138.8%	547	3.0	8.9	11.9
RPGGP	1 WENSLEY CLOSE	Bluebell House	420 - PAEDIATRICS		480.00	645.00	1020.00	885.00	310.00	330.00	320.00	310.00	134.4%	86.8%	106.5%	96.9%	68	14.3	17.6	31.9
RPGAN	GOLDIE LEIGH	Atlas House	700 - LEARNING DISABILITY		1102.50	1176.00	2377.50	2800.75	589.00	578.25	589.00	673.08	106.7%	117.8%	98.2%	114.3%	240	7.3	14.5	21.8
RPGAE	OXLEAS HOUSE	Avery	710 - ADULT MENTAL ILLNESS		1537.50	1138.25	930.00	1052.50	581.25	589.00	290.63	342.00	74.0%	113.2%	101.3%	117.7%	598	2.9	2.3	5.2
RPGAP	BAREFOOT LODGE	Barefoot	710 - ADULT MENTAL ILLNESS		1470.00	1035.50	930.00	909.64	296.05	290.78	592.10	610.18	70.4%	97.8%	98.2%	103.1%	369	3.6	4.1	7.7
RPGAD	GREEN PARK'S HOUSE	Betts	710 - ADULT MENTAL ILLNESS		1537.50	1218.50	930.00	991.50	581.25	574.68	290.63	309.54	79.3%	106.6%	98.9%	106.5%	541	3.3	2.4	5.7
RPGAD	GREEN PARK'S HOUSE	Goddington	710 - ADULT MENTAL ILLNESS		1500.00	1289.75	930.00	877.50	581.25	562.80	290.63	309.54	86.0%	94.4%	96.8%	106.5%	475	3.9	2.5	6.4
RPGAH	WOODLANDS	Lesney	710 - ADULT MENTAL ILLNESS		1567.50	1380.90	930.00	966.50	581.25	563.70	290.63	402.91	88.1%	103.9%	97.0%	138.6%	574	3.4	2.4	5.8
RPGAH	OXLEAS HOUSE	Maryon	710 - ADULT MENTAL ILLNESS		1537.50	1533.50	930.00	1350.75	581.25	589.00	290.63	799.00	99.7%	145.2%	101.3%	274.9%	622	3.4	3.5	6.9
RPGAH	WOODLANDS	Milbrook	710 - ADULT MENTAL ILLNESS		1567.50	1457.98	930.00	1041.50	581.25	585.06	290.63	365.82	93.0%	112.0%	100.7%	125.9%	584	3.5	2.4	5.9
RPGAD	GREEN PARK'S HOUSE	Norman	710 - ADULT MENTAL ILLNESS		1530.00	1245.50	930.00	1020.00	581.25	564.80	290.63	412.72	81.4%	129.9%	97.2%	142.0%	522	3.5	3.1	6.6
RPGAH	OXLEAS HOUSE	Shrewsbury	710 - ADULT MENTAL ILLNESS		1567.50	1269.50	930.00	1080.00	589.00	589.00	294.50	304.00	81.0%	116.1%	100.0%	103.2%	600	3.1	2.3	5.4
RPGAH	OXLEAS HOUSE	Tarn	710 - ADULT MENTAL ILLNESS		1635.00	1362.00	2032.50	1734.50	581.25	580.94	871.88	871.41	83.3%	85.3%	99.9%	99.9%	125	15.5	20.8	36.4
RPGFV	BEVAN INTERMEDIATE CARE UNIT	GICU	314 - REHABILITATION		1447.50	1447.50	1627.50	2033.50	620.00	919.50	620.00	1210.00	100.0%	124.9%	148.3%	195.2%	551	4.3	5.9	10.2
RPGFD	STEP UP, STEP DOWN	Bexley Meadowview	314 - REHABILITATION		1740.00	1572.00	1627.50	1739.00	930.00	760.00	930.00	920.00	90.3%	106.9%	81.7%	98.9%	860	2.7	3.1	5.8
RPGHR	BELMARSH	Belmarsh	712 - FORENSIC PSYCHIATRY		1107.50	1291.25	766.50	903.00	341.00	406.00	0.00	651.00	116.6%	117.8%	119.1%	-	680	2.5	2.3	4.8
RPGHT	THAMESIDE	Thameside	712 - FORENSIC PSYCHIATRY		1217.50	1079.00	766.50	656.00	356.50	341.00	0.00	165.00	88.6%	85.6%	95.7%	-	402	3.5	2.0	5.6

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	169	317	390	62	61	62	71	115.0%	123.0%	98.4%	114.5%

<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	35	15.2%	55	11.9%	Leave	8.5%	7.1%
Agency	0	0.0%	1	0.2%	Sickness	3.3%	15.0%
Bank Only	13	5.7%	43	9.3%	Study Day	4.9%	3.6%
Substantive	182	79.1%	362	78.5%	<b>Total</b>	<b>16.7%</b>	<b>25.7%</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	5	82	3	Additional Clinical Services	1.4	No Establishment	4
Sickness	3	0	11	0	Nursing and Midwifery Registered	0.0	No Establishment	1
Emergency AL	4	0	3	0				
Obs Above Ward Threshold	2	0	0	0				
<b>% Total</b>	<b>89.58%</b>	<b>10.42%</b>	<b>96.97%</b>	<b>3.03%</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 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	171	124	157	62	62	31	36	83.4%	126.6%	100.0%	116.1%

<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	23	9.9%	20	10.4%	Leave	6.0%	12.5%
Agency	1	0.4%	1	0.5%	Sickness	0.0%	3.1%
Bank Only	8	3.4%	32	16.6%	Study Day	6.6%	2.7%
Substantive	201	86.3%	140	72.5%	<b>Total</b>	<b>12.6%</b>	<b>18.3%</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	26	0	26	1	Additional Clinical Services	-0.8	No Establishment	0
Study Leave	3	0	5	0	Nursing and Midwifery Registered	3.3	No Establishment	0
Sickness	0	0	7	0				
Obs General Hospital	0	0	4	3				
Emergency AL	2	0	2	1				
Obs Above Ward Threshold	0	0	0	1				
Special	0	1	0	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>96.88%</b>	<b>3.13%</b>	<b>88.24%</b>	<b>11.76%</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				
196	145	124	114	31	31	62	65	74.0%	91.9%	100.0%	104.8%

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	13.6%	11	6.1%	Leave	6.8%	20.9%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	12.2%
Bank Only	0	0.0%	60	33.5%	Study Day	10.2%	0.5%
Substantive	152	86.4%	108	60.3%	<b>Total</b>	<b>17.0%</b>	<b>33.6%</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	10	0	45	0	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	3	3	5	5	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	1	0	5	1				
Special	6	0	0	0				
Sickness	0	0	2	3				
Maternity Leave	0	0	5	0				
Mandatory Training	1	0	0	0				
<b>% Total</b>	<b>87.50%</b>	<b>12.50%</b>	<b>87.32%</b>	<b>12.68%</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				
108	120	77	91	31	37	0	60	111.1%	118.2%	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	72	45.9%	69	45.7%	Leave	18.1%	7.5%
Agency	0	0.0%	0	0.0%	Sickness	2.5%	0.0%
Bank Only	13	8.3%	77	51.0%	Study Day	0.0%	0.0%
Substantive	72	45.9%	5	3.3%	<b>Total</b>	<b>20.6%</b>	<b>7.5%</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				
Obs Above Ward Threshold	46	5	125	21	Additional Clinical Services	0.2	No Establishment	0
Estab Vacancies	12	8	0	0	Nursing and Midwifery Registered	2.0	No Establishment	5
Emergency AL	10	0	0	0				
Mandatory Training	0	4	0	0				
<b>% Total</b>	<b>80.00%</b>	<b>20.00%</b>	<b>85.62%</b>	<b>14.38%</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				
205	167	124	142	62	61	31	33	81.5%	114.5%	98.4%	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	31	13.6%	6	3.4%	Leave	11.5%	14.1%
Agency	16	7.0%	3	1.7%	Sickness	7.2%	6.7%
Bank Only	26	11.4%	2	1.1%	Study Day	3.4%	5.4%
Substantive	155	68.0%	164	93.7%	<b>Total</b>	<b>22.1%</b>	<b>26.2%</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				
Estab Vacancies	64	2	3	1	Additional Clinical Services	-1.3	No Establishment	0
Special	2	0	4	0	Nursing and Midwifery Registered	4.6	No Establishment	2
Sickness	4	0	1	0				
Emergency AL	1	0	1	0				
<b>% Total</b>	<b>97.26%</b>	<b>2.74%</b>	<b>90.00%</b>	<b>10.00%</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				
232	231	217	254	93	76	93	92	99.6%	117.1%	81.7%	98.9%

<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	5.5%	33	9.5%	Leave	9.7%	17.3%
Agency	1	0.3%	0	0.0%	Sickness	4.7%	7.8%
Bank Only	7	2.3%	5	1.4%	Study Day	1.4%	0.8%
Substantive	282	91.9%	308	89.0%	<b>Total</b>	<b>15.8%</b>	<b>25.9%</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	9	3	22	0	Additional Clinical Services	2.2	No Establishment	1
Emergency AL	10	0	6	0	Nursing and Midwifery Registered	3.1	No Establishment	2
Sickness	0	0	9	0				
Obs Above Ward Threshold	0	0	0	1				
<b>% Total</b>	<b>86.36%</b>	<b>13.64%</b>	<b>97.37%</b>	<b>2.63%</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				
104	98	147	122	31	31	31	32	94.2%	83.0%	100.0%	103.2%

<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	23	17.8%	28	18.2%	Leave	16.8%	5.2%
Agency	0	0.0%	0	0.0%	Sickness	16.1%	14.7%
Bank Only	13	10.1%	22	14.3%	Study Day	1.3%	1.6%
Substantive	93	72.1%	104	67.5%	<b>Total</b>	<b>34.2%</b>	<b>21.5%</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				
Sickness	11	1	18	6	Additional Clinical Services	3.0	No Establishment	0
Estab Vacancies	11	1	9	3	Nursing and Midwifery Registered	1.0	No Establishment	0
Emergency AL	4	1	2	1				
Planned Escort for Ext Appt	2	1	2	2				
Study Leave	0	0	4	2				
Special	4	0	0	0				
Obs General Hospital	0	0	0	1				
<b>% Total</b>	<b>88.89%</b>	<b>11.11%</b>	<b>70.00%</b>	<b>30.00%</b>				



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				
64	86	136	118	31	33	32	31	134.4%	86.8%	106.5%	96.9%

<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	2.5%	4	2.7%	Leave	0.0%	0.0%
Agency	17	14.3%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	3	2.5%	13	8.7%	Study Day	0.0%	0.0%
Substantive	96	80.7%	132	88.6%	<b>Total</b>	<b>0.0%</b>	<b>0.0%</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	23	0	13	4	Additional Clinical Services	0.0	No Establishment	0
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>76.47%</b>	<b>23.53%</b>	Nursing and Midwifery Registered	0.0	No Establishment	0

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				
152	157	209	216	62	60	62	64	103.3%	103.3%	96.8%	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	20	9.2%	54	19.3%	Leave	11.5%	11.1%
Agency	0	0.0%	0	0.0%	Sickness	1.3%	7.5%
Bank Only	0	0.0%	13	4.6%	Study Day	2.5%	3.3%
Substantive	197	90.8%	213	76.1%	<b>Total</b>	<b>15.3%</b>	<b>21.9%</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	9	5	29	5	Additional Clinical Services	2.2	No Establishment	0
Sickness	1	0	12	1	Nursing and Midwifery Registered	2.0	No Establishment	3
Emergency AL	1	1	2	4				
Obs Above Ward Threshold	0	0	3	5				
Planned Escort for Ext Appt	0	0	3	2				
Special	2	1	0	0				
Mandatory Training	0	0	1	0				
<b>% Total</b>	<b>65.00%</b>	<b>35.00%</b>	<b>74.63%</b>	<b>25.37%</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				
152	164	209	254	62	47	62	83	107.9%	121.5%	75.8%	133.9%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	31	14.7%	39	11.6%	Leave	10.9%	12.7%
Agency	0	0.0%	0	0.0%	Sickness	8.9%	3.2%
Bank Only	0	0.0%	23	6.8%	Study Day	0.4%	2.4%
Substantive	180	85.3%	275	81.6%	<b>Total</b>	<b>20.2%</b>	<b>18.3%</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				
Obs Above Ward Threshold	5	14	14	27	Additional Clinical Services	-0.7	No Establishment	0
Sickness	3	1	3	5	Nursing and Midwifery Registered	1.0	No Establishment	0
Estab Vacancies	1	1	0	7				
Planned Escort for Ext Appt	3	1	2	3				
Mandatory Training	1	0	0	1				
Emergency AL	1	0	0	0				
<b>% Total</b>	<b>45.16%</b>	<b>54.84%</b>	<b>30.65%</b>	<b>69.35%</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				
152	126	237	238	31	31	62	62	82.9%	100.4%	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	4	2.5%	10	3.3%	Leave	15.1%	10.5%
Agency	0	0.0%	0	0.0%	Sickness	1.5%	2.1%
Bank Only	5	3.2%	11	3.7%	Study Day	2.6%	2.6%
Substantive	148	94.3%	279	93.0%	<b>Total</b>	<b>19.2%</b>	<b>15.2%</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				
Estab Vacancies	8	0	14	1	Additional Clinical Services	4.5	No Establishment	0
Emergency AL	1	0	5	0	Nursing and Midwifery Registered	2.4	No Establishment	1
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>95.24%</b>	<b>4.76%</b>				

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				
193	222	217	315	62	92	62	121	115.0%	145.2%	148.4%	195.2%

<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	15	4.8%	6	1.4%	Leave	9.7%	11.1%
Agency	11	3.5%	3	0.7%	Sickness	5.1%	3.4%
Bank Only	4	1.3%	16	3.7%	Study Day	2.1%	0.9%
Substantive	284	90.4%	411	94.3%	<b>Total</b>	<b>16.9%</b>	<b>15.4%</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				
Estab Vacancies	19	3	16	3	Additional Clinical Services	0.0	No Establishment	0
Sickness	2	4	4	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	2	0	0	0				
<b>% Total</b>	<b>76.67%</b>	<b>23.33%</b>	<b>80.00%</b>	<b>20.00%</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				
200	183	124	128	62	60	31	33	91.5%	103.2%	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	29	11.9%	3	1.9%	Leave	14.7%	8.6%
Agency	32	13.2%	3	1.9%	Sickness	4.7%	2.1%
Bank Only	14	5.8%	5	3.1%	Study Day	5.8%	1.7%
Substantive	168	69.1%	150	93.2%	<b>Total</b>	<b>25.2%</b>	<b>12.4%</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	60	2	1	0	Additional Clinical Services	0.0	No Establishment	0
Sickness	8	0	4	1	Nursing and Midwifery Registered	4.4	No Establishment	1
Emergency AL	0	0	2	1				
Study Leave	3	0	0	0				
Obs Above Ward Threshold	0	0	1	0				
Mandatory Training	1	0	0	0				
ECT	0	1	0	0				
<b>% Total</b>	<b>96.00%</b>	<b>4.00%</b>	<b>80.00%</b>	<b>20.00%</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				
152	158	209	182	62	32	62	92	103.9%	87.1%	51.6%	148.4%

Staff Utilisation				
Type	Registered Nurses		Unregistered	
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts
Substantive Bank	9	4.7%	31	11.3%
Agency	0	0.0%	0	0.0%
Bank Only	0	0.0%	30	10.9%
Substantive	181	95.3%	213	77.7%

Non-Effective Reasons (Headroom)		
Non-Effective Reasons	Registered	Unregistered
Leave	13.6%	14.1%
Sickness	0.0%	10.2%
Study Day	1.3%	0.0%
<b>Total</b>	<b>14.9%</b>	<b>24.3%</b>

Reasons for Temporary Staffing				
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses	
	Before Shift	After Shift	Before Shift	After Shift
Estab Vacancies	4	3	30	22
Sickness	1	1	7	1
Special	0	0	1	0
<b>% Total</b>	<b>55.56%</b>	<b>44.44%</b>	<b>62.30%</b>	<b>37.70%</b>

Vacancy Information			
Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
Additional Clinical Services	2.5	No Establishment	1
Nursing and Midwifery Registered	2.4	No Establishment	2

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				
152	157	209	199	62	49	62	59	103.3%	95.2%	79.0%	95.2%

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	12	5.8%	8	3.1%	Leave	16.9%	18.0%
Agency	0	0.0%	0	0.0%	Sickness	10.6%	2.2%
Bank Only	0	0.0%	11	4.3%	Study Day	1.1%	1.0%
Substantive	194	94.2%	239	92.6%	<b>Total</b>	<b>28.6%</b>	<b>21.2%</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	4	1	1	7	Additional Clinical Services	1.1	No Establishment	0
Sickness	6	0	6	0	Nursing and Midwifery Registered	3.4	No Establishment	1
Obs Above Ward Threshold	0	0	4	0				
Emergency AL	1	0	0	1				
<b>% Total</b>	<b>91.67%</b>	<b>8.33%</b>	<b>57.89%</b>	<b>42.11%</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	160	263	259	31	35	62	82	108.8%	98.5%	112.9%	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	25	12.8%	83	24.3%	Leave	10.6%	10.9%
Agency	0	0.0%	0	0.0%	Sickness	3.5%	10.1%
Bank Only	7	3.6%	70	20.5%	Study Day	3.8%	0.0%
Substantive	163	83.6%	188	55.1%	<b>Total</b>	<b>17.9%</b>	<b>21.0%</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	14	0	44	15	Additional Clinical Services	3.3	No Establishment	0
Sickness	10	2	30	5	Nursing and Midwifery Registered	1.6	No Establishment	3
Obs Above Ward Threshold	0	2	27	18				
Maternity Leave	0	0	7	0				
Obs General Hospital	0	0	0	6				
Emergency AL	3	0	0	0				
Planned Escort for Ext Appt	1	0	1	0				
<b>% Total</b>	<b>87.50%</b>	<b>12.50%</b>	<b>71.24%</b>	<b>28.76%</b>				

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				
172	149	323	398	62	60	155	215	86.6%	123.2%	96.8%	138.7%

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	35	16.7%	70	11.4%	Leave	25.6%	9.8%
Agency	14	6.7%	27	4.4%	Sickness	6.8%	5.4%
Bank Only	11	5.3%	186	30.3%	Study Day	1.6%	2.5%
Substantive	149	71.3%	330	53.8%	<b>Total</b>	<b>34.0%</b>	<b>17.7%</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	48	6	119	12	Additional Clinical Services	2.5	No Establishment	0
Obs Above Ward Threshold	0	0	121	4	Nursing and Midwifery Registered	4.3	No Establishment	0
Maternity Leave	0	0	11	0				
OOH Temporary Staffing Use only	0	1	0	9				
Sickness	5	0	3	0				
Emergency AL	0	0	2	0				
Obs General Hospital	0	0	1	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>88.33%</b>	<b>11.67%</b>	<b>91.17%</b>	<b>8.83%</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				
104	98	147	122	31	31	31	32	94.2%	83.0%	100.0%	103.2%

<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	23	17.8%	28	18.2%	Leave	16.8%	5.2%
Agency	0	0.0%	0	0.0%	Sickness	16.1%	14.7%
Bank Only	13	10.1%	22	14.3%	Study Day	1.3%	1.6%
Substantive	93	72.1%	104	67.5%	<b>Total</b>	<b>34.2%</b>	<b>21.5%</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				
Sickness	11	1	18	6	Additional Clinical Services	3.0	No Establishment	0
Estab Vacancies	11	1	9	3	Nursing and Midwifery Registered	1.0	No Establishment	0
Emergency AL	4	1	2	1				
Planned Escort for Ext Appt	2	1	2	2				
Study Leave	0	0	4	2				
Special	4	0	0	0				
Obs General Hospital	0	0	0	1				
<b>% Total</b>	<b>88.89%</b>	<b>11.11%</b>	<b>70.00%</b>	<b>30.00%</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				
209	191	124	138	62	60	31	43	91.4%	111.3%	96.8%	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	33	13.1%	18	9.9%	Leave	13.5%	14.4%
Agency	10	4.0%	7	3.9%	Sickness	6.4%	5.0%
Bank Only	15	6.0%	22	12.2%	Study Day	4.7%	0.3%
Substantive	193	76.9%	134	74.0%	<b>Total</b>	<b>24.6%</b>	<b>19.7%</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	42	2	19	4	Additional Clinical Services	1.4	No Establishment	0
Obs Above Ward Threshold	1	0	20	2	Nursing and Midwifery Registered	1.6	No Establishment	0
Sickness	9	2	2	0				
ECT	2	0	0	0				
<b>% Total</b>	<b>93.10%</b>	<b>6.90%</b>	<b>87.23%</b>	<b>12.77%</b>				

Site Code	Hospital Site Name	Ward Name	Specialty
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				
205	231	124	201	62	62	31	85	112.7%	162.1%	100.0%	274.2%

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	34	11.6%	26	9.1%	Leave	8.6%	2.6%
Agency	0	0.0%	2	0.7%	Sickness	1.3%	0.0%
Bank Only	45	15.4%	88	30.8%	Study Day	8.1%	9.2%
Substantive	214	73.0%	170	59.4%	<b>Total</b>	<b>18.0%</b>	<b>11.8%</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				
Obs Above Ward Threshold	9	10	38	34	Additional Clinical Services	1.2	No Establishment	1
Estab Vacancies	26	20	11	10	Nursing and Midwifery Registered	2.3	No Establishment	11
Special	12	0	15	3				
Emergency AL	2	0	0	0				
Sickness	0	0	2	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>62.03%</b>	<b>37.97%</b>	<b>58.77%</b>	<b>41.23%</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				
209	204	124	143	62	62	31	39	97.6%	115.3%	100.0%	125.8%

<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	10	3.8%	11	6.0%	Leave	4.2%	9.2%
Agency	7	2.6%	4	2.2%	Sickness	2.5%	9.2%
Bank Only	48	18.0%	53	29.1%	Study Day	8.9%	0.0%
Substantive	201	75.6%	114	62.6%	<b>Total</b>	<b>15.6%</b>	<b>18.4%</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				
Estab Vacancies	58	0	25	2	Additional Clinical Services	1.8	No Establishment	0
Obs Above Ward Threshold	1	2	17	2	Nursing and Midwifery Registered	4.1	No Establishment	0
Sickness	2	0	8	2				
Special	0	1	5	2				
Obs General Hospital	1	0	1	2				
Planned Escort for Ext Appt	0	0	2	0				
<b>% Total</b>	<b>95.38%</b>	<b>4.62%</b>	<b>85.29%</b>	<b>14.71%</b>				

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				
204	178	124	175	62	61	31	44	87.3%	141.1%	98.4%	141.9%

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	29	12.1%	27	12.3%	Leave	5.7%	21.0%
Agency	48	20.1%	21	9.6%	Sickness	10.2%	3.3%
Bank Only	18	7.5%	50	22.8%	Study Day	2.1%	0.5%
Substantive	144	60.3%	121	55.3%	<b>Total</b>	<b>18.0%</b>	<b>24.8%</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	69	1	26	2	Additional Clinical Services	1.8	No Establishment	1
Obs Above Ward Threshold	0	0	31	8	Nursing and Midwifery Registered	5.6	No Establishment	8
Sickness	18	1	5	0				
Obs General Hospital	0	0	12	2				
Emergency AL	0	0	6	0				
Special	2	0	3	0				
OOH Temporary Staffing Use only	0	0	0	2				
Maternity Leave	2	0	0	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>97.85%</b>	<b>2.15%</b>	<b>85.71%</b>	<b>14.29%</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				
147	148	199	213	62	61	93	66	100.7%	107.0%	98.4%	71.0%

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	41	19.6%	46	16.5%	Leave	14.8%	13.1%
Agency	3	1.4%	3	1.1%	Sickness	8.1%	16.2%
Bank Only	44	21.1%	57	20.4%	Study Day	4.5%	0.4%
Substantive	121	57.9%	173	62.0%	<b>Total</b>	<b>27.4%</b>	<b>29.7%</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	61	0	30	0	Additional Clinical Services	1.3	No Establishment	0
Sickness	8	0	20	1	Nursing and Midwifery Registered	3.0	No Establishment	2
Special	1	0	23	1				
Planned Escort for Ext Appt	11	0	9	0				
Obs Above Ward Threshold	0	0	19	0				
Study Leave	3	0	0	1				
ECT	3	0	1	0				
Emergency AL	1	0	0	1				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>96.23%</b>	<b>3.77%</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				
161	152	217	198	62	62	62	62	94.4%	91.2%	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	14	6.5%	9	3.5%	Leave	14.4%	3.6%
Agency	0	0.0%	0	0.0%	Sickness	3.6%	9.4%
Bank Only	13	6.1%	0	0.0%	Study Day	4.7%	1.5%
Substantive	187	87.4%	251	96.5%	<b>Total</b>	<b>22.7%</b>	<b>14.5%</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				
Mandatory Training	15	0	0	0	Additional Clinical Services	-1.9	No Establishment	0
Sickness	1	1	7	1	Nursing and Midwifery Registered	0.3	No Establishment	0
Emergency AL	5	0	0	0				
Estab Vacancies	3	0	0	0				
Planned Escort for Ext Appt	1	0	0	1				
ECT	1	0	0	0				
<b>% Total</b>	<b>96.30%</b>	<b>3.70%</b>	<b>77.78%</b>	<b>22.22%</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				
156	148	155	204	62	62	31	48	94.9%	131.6%	100.0%	154.8%

<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	20	9.5%	9	3.6%	Leave	12.6%	9.1%
Agency	4	1.9%	12	4.8%	Sickness	1.6%	1.8%
Bank Only	15	7.1%	59	23.4%	Study Day	4.0%	1.3%
Substantive	171	81.4%	172	68.3%	<b>Total</b>	<b>18.2%</b>	<b>12.2%</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				
Estab Vacancies	28	1	30	0	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	0	0	37	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	3	0	3	0				
Sickness	2	0	3	0				
Study Leave	3	0	0	0				
OOH Temporary Staffing Use only	0	0	0	3				
Obs General Hospital	0	0	1	1				
ECT	1	1	0	0				
<b>% Total</b>	<b>94.87%</b>	<b>5.13%</b>	<b>92.50%</b>	<b>7.50%</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				
209	187	124	156	62	62	31	32	89.5%	125.8%	100.0%	103.2%

<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	40	16.1%	14	7.4%	Leave	11.9%	11.6%
Agency	10	4.0%	6	3.2%	Sickness	0.0%	3.1%
Bank Only	27	10.8%	65	34.6%	Study Day	10.4%	0.8%
Substantive	172	69.1%	103	54.8%	<b>Total</b>	<b>22.3%</b>	<b>15.5%</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	70	2	62	3	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	2	0	6	3	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	3	0	2	0				
Sickness	0	0	3	1				
Special	0	0	0	2				
Un-Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>97.40%</b>	<b>2.60%</b>	<b>89.16%</b>	<b>10.84%</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				
218	205	271	263	62	62	93	93	94.0%	97.0%	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	43	16.1%	40	11.2%	Leave	10.7%	4.7%
Agency	1	0.4%	0	0.0%	Sickness	0.4%	1.7%
Bank Only	70	26.2%	36	10.1%	Study Day	2.7%	0.3%
Substantive	153	57.3%	280	78.7%	<b>Total</b>	<b>13.8%</b>	<b>6.7%</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	106	4	62	5	Additional Clinical Services	6.6	No Establishment	1
Emergency AL	2	0	3	0	Nursing and Midwifery Registered	7.2	No Establishment	1
Sickness	0	0	4	0				
Obs Above Ward Threshold	0	0	2	0				
Special	0	1	0	0				
<b>% Total</b>	<b>95.58%</b>	<b>4.42%</b>	<b>93.42%</b>	<b>6.58%</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				
118	107	77	66	31	31	0	15	90.7%	85.7%	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	28	20.3%	32	39.5%	Leave	13.9%	6.1%
Agency	0	0.0%	0	0.0%	Sickness	16.4%	26.5%
Bank Only	34	24.6%	19	23.5%	Study Day	5.4%	5.6%
Substantive	76	55.1%	30	37.0%	<b>Total</b>	<b>35.7%</b>	<b>38.2%</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				
Estab Vacancies	54	1	43	3	Additional Clinical Services	1.0	No Establishment	0
Sickness	2	0	4	0	Nursing and Midwifery Registered	3.8	No Establishment	20.6
Special	5	0	1	0				
<b>% Total</b>	<b>98.39%</b>	<b>1.61%</b>	<b>94.12%</b>	<b>5.88%</b>				