

# 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		1080.00	1150.00	1500.00	1951.17	562.50	478.38	562.50	1024.42	106.5%	130.1%	85.0%	182.1%	480	3.4	6.2	9.6
RPGAB	BRACTON	Burgess	712 - FORENSIC PSYCHIATRY		1080.00	1026.01	1500.00	1660.50	281.25	515.19	562.50	628.58	95.0%	110.7%	183.2%	111.7%	505	3.1	4.5	7.6
RPGAB	BRACTON	Danson	712 - FORENSIC PSYCHIATRY		1080.00	1006.33	1260.00	1684.50	281.25	283.30	562.50	544.94	93.2%	133.7%	100.7%	96.9%	510	2.5	4.4	6.9
RPGAB	BRACTON	Heath	712 - FORENSIC PSYCHIATRY		1080.00	1225.45	1875.00	2000.25	281.25	272.02	562.50	941.99	113.5%	106.7%	96.7%	167.5%	480	3.1	6.1	9.2
RPGAB	BRACTON	Joydens	712 - FORENSIC PSYCHIATRY		1080.00	1001.50	1500.00	1440.00	281.25	280.90	562.50	591.56	92.7%	96.0%	99.9%	105.2%	390	3.3	5.2	8.5
RPGAB	BRACTON	Birchwood	712 - FORENSIC PSYCHIATRY		720.00	697.83	1050.00	840.30	281.25	281.40	281.25	281.40	96.9%	80.0%	100.1%	100.1%	380	2.6	3.0	5.5
RPGAG	MEMORIAL HOSPITAL	Hazelwood	712 - FORENSIC PSYCHIATRY		1080.00	946.67	1500.00	1398.36	562.50	449.76	562.50	695.50	87.7%	93.2%	80.0%	123.6%	446	3.1	4.7	7.8
RPGAG	MEMORIAL HOSPITAL	Greenwood	712 - FORENSIC PSYCHIATRY		1080.00	1201.10	1500.00	1288.34	562.50	299.84	562.50	580.94	111.2%	85.9%	53.3%	103.3%	475	3.2	3.9	7.1
RPGAG	MEMORIAL HOSPITAL	Oaktree Lodge	715 - OLD AGE PSYCHIATRY		1050.00	1084.25	1447.50	1182.08	562.50	553.42	843.75	741.02	103.3%	81.7%	98.4%	87.8%	390	4.2	4.9	9.1
RPGAD	GREEN PARK'S HOUSE	Scadbury Ward	715 - OLD AGE PSYCHIATRY		1140.00	1149.94	1575.00	1297.40	562.50	581.56	562.50	544.04	100.9%	82.4%	103.4%	96.7%	598	2.9	3.1	6.0
RPGAE	OXLEAS HOUSE	Shephedleas Ward	715 - OLD AGE PSYCHIATRY		1110.00	994.48	1125.00	1276.98	562.50	552.83	281.25	392.79	89.6%	113.5%	98.3%	139.7%	511	3.0	3.3	6.3
RPGAH	WOODLANDS	Holbrook	715 - OLD AGE PSYCHIATRY		1200.00	941.56	2347.50	2716.82	562.50	549.16	1406.25	1857.86	78.5%	115.7%	97.6%	132.1%	547	2.7	8.4	11.1
RPGGP	1 WENSLEY CLOSE	Bluebell House	420 - PAEDIATRICS		547.5	652.5	885	802.5	300	300	340	360	119.2%	90.7%	100.0%	105.9%	68	14.0	17.1	31.1
RPGAN	GOLDIE LEIGH	Atlas House	700 - LEARNING DISABILITY		1050.00	1193.67	2250.00	2322.50	570.00	342.00	570.00	731.50	113.7%	103.2%	60.0%	128.3%	240	6.4	12.7	19.1
RPGAE	OXLEAS HOUSE	Avery	710 - ADULT MENTAL ILLNESS		1470.00	1123.75	900.00	1308.50	562.50	562.25	281.25	551.00	76.4%	145.4%	100.0%	195.9%	598	2.8	3.1	5.9
RPGAP	BAREFOOT LODGE	Barefoot	710 - ADULT MENTAL ILLNESS		1320.00	916.00	900.00	941.67	286.50	280.68	573.00	561.00	69.4%	104.6%	98.0%	97.9%	369	3.2	4.1	7.3
RPGAD	GREEN PARK'S HOUSE	Betts	710 - ADULT MENTAL ILLNESS		1470.00	1205.50	900.00	870.00	562.50	553.42	281.25	309.54	82.0%	96.7%	98.4%	110.1%	541	3.3	2.2	5.4
RPGAD	GREEN PARK'S HOUSE	Goddington	710 - ADULT MENTAL ILLNESS		1432.50	1246.50	900.00	1004.75	562.50	553.42	281.25	356.44	87.0%	111.6%	98.4%	126.7%	475	3.8	2.9	6.7
RPGAH	WOODLANDS	Lesney	710 - ADULT MENTAL ILLNESS		1500.00	1263.00	900.00	1204.67	562.50	638.41	281.25	394.54	84.2%	133.9%	113.5%	140.3%	574	3.3	2.8	6.1
RPGAE	OXLEAS HOUSE	Maryon	710 - ADULT MENTAL ILLNESS		1470.00	1233.50	900.00	917.50	562.50	513.00	281.25	438.00	83.9%	101.9%	91.2%	155.7%	622	2.8	2.2	5.0
RPGAH	WOODLANDS	Milbrook	710 - ADULT MENTAL ILLNESS		1500.00	1139.67	900.00	1027.75	562.50	581.90	281.25	375.54	76.0%	114.2%	103.4%	133.5%	584	2.9	2.4	5.4
RPGAD	GREEN PARK'S HOUSE	Norman	710 - ADULT MENTAL ILLNESS		1432.50	1216.00	900.00	920.50	562.50	562.80	281.25	290.78	84.9%	102.3%	100.1%	103.4%	522	3.4	2.3	5.7
RPGAE	OXLEAS HOUSE	Shrewsbury	710 - ADULT MENTAL ILLNESS		1500.00	1015.50	900.00	1142.50	570.00	560.50	285.00	429.50	67.7%	126.9%	98.3%	150.7%	600	2.6	2.6	5.2
RPGAE	OXLEAS HOUSE	Tarn	710 - ADULT MENTAL ILLNESS		1560.00	1293.00	1950.00	1698.00	562.50	524.72	843.75	871.41	82.9%	87.1%	93.3%	103.3%	125	14.5	20.6	35.1
RPGFV	BEVAN INTERMEDIATE CARE UNIT	GIGU	314 - REHABILITATION		1800.00	1364.67	1575.00	2085.00	600.00	900.00	600.00	1190.00	75.8%	132.4%	150.0%	198.3%	551	4.1	5.9	10.1
RPGFD	STEP UP, STEP DOWN	Bexley Meadowview	314 - REHABILITATION		1650.00	1404.00	1575.00	1685.00	900.00	780.00	900.00	890.00	85.1%	107.0%	86.7%	98.9%	860	2.5	3.0	5.5
RPGHR	BELMARSH	Belmarsh	712 - FORENSIC PSYCHIATRY		1030.00	1183.67	700.00	555.50	330.00	351.50	0.00	266.00	114.9%	79.4%	106.5%	-	680	2.3	1.2	3.5
RPGHT	THAMESIDE	Thameside	712 - FORENSIC PSYCHIATRY		898.00	1097.50	700.00	659.00	345.00	352.00	0.00	22.00	122.2%	94.1%	102.0%	-	402	3.6	1.7	5.3

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				
140	175	300	338	60	36	60	77	125.0%	112.7%	60.0%	128.3%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	27	12.8%	28	6.7%	Leave	10.4%	13.0%
Agency	0	0.0%	0	0.0%	Sickness	7.5%	8.7%
Bank Only	8	3.8%	46	11.1%	Study Day	4.6%	2.0%
Substantive	176	83.4%	341	82.2%	<b>Total</b>	<b>22.5%</b>	<b>23.7%</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	13	1	42	0	Additional Clinical Services	2.0	No Establishment	2
Sickness	15	0	19	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	1	1	6	0				
Obs Above Ward Threshold	0	0	2	1				
Special	2	1	0	0				
Study Leave	0	1	0	1				
Planned Escort for Ext Appt	0	0	0	1				
<b>% Total</b>	<b>88.57%</b>	<b>11.43%</b>	<b>93.24%</b>	<b>6.76%</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				
196	170	120	196	60	59	30	58	86.7%	163.3%	98.3%	193.3%

<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	41	17.9%	31	12.2%	Leave	13.3%	12.6%
Agency	1	0.4%	2	0.8%	Sickness	4.8%	0.0%
Bank Only	26	11.4%	80	31.5%	Study Day	1.1%	4.0%
Substantive	161	70.3%	141	55.5%	<b>Total</b>	<b>19.2%</b>	<b>16.6%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	49	3	18	1	Additional Clinical Services	-0.8	No Establishment	0
Obs General Hospital	1	0	58	3	Nursing and Midwifery Registered	4.3	No Establishment	0
Obs Above Ward Threshold	2	0	18	1				
Sickness	6	1	2	0				
Emergency AL	4	0	4	0				
Study Leave	1	0	2	1				
Mandatory Training	0	0	4	0				
Special	0	1	0	1				
<b>% Total</b>	<b>92.65%</b>	<b>7.35%</b>	<b>93.81%</b>	<b>6.19%</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				
176	130	120	124	30	30	60	60	73.9%	103.3%	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	20	12.5%	22	12.0%	Leave	11.4%	14.0%
Agency	0	0.0%	0	0.0%	Sickness	1.8%	3.6%
Bank Only	0	0.0%	30	16.3%	Study Day	5.9%	2.1%
Substantive	140	87.5%	132	71.7%	<b>Total</b>	<b>19.1%</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	12	0	37	2	Additional Clinical Services	0.0	No Establishment	0
Sickness	1	0	8	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Special	4	1	0	0				
Study Leave	0	1	2	0				
Emergency AL	1	0	0	0				
Maternity Leave	0	0	1	0				
<b>% Total</b>	<b>90.00%</b>	<b>10.00%</b>	<b>92.31%</b>	<b>7.69%</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				
100	110	70	53	30	32	0	25	110.0%	75.7%	106.7%	-

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	52	36.6%	34	43.6%	Leave	13.7%	11.7%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	0	0.0%	45	57.7%	Study Day	0.0%	0.0%
Substantive	90	63.4%	-1	-1.3%	<b>Total</b>	<b>13.7%</b>	<b>11.7%</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				
Obs Above Ward Threshold	16	6	55	4	Additional Clinical Services	-2.8	No Establishment	0
Estab Vacancies	22	4	12	4	Nursing and Midwifery Registered	-0.3	No Establishment	4
Emergency AL	0	0	4	0				
Study Leave	0	2	0	0				
Mandatory Training	0	2	0	0				
<b>% Total</b>	<b>73.08%</b>	<b>26.92%</b>	<b>89.87%</b>	<b>10.13%</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				
196	168	120	125	60	59	30	33	85.7%	104.2%	98.3%	110.0%

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	60	26.4%	6	3.8%	Leave	15.8%	5.9%
Agency	16	7.0%	5	3.2%	Sickness	3.9%	4.7%
Bank Only	31	13.7%	7	4.4%	Study Day	0.9%	1.9%
Substantive	120	52.9%	140	88.6%	<b>Total</b>	<b>20.6%</b>	<b>12.5%</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				
Estab Vacancies	94	6	11	0	Additional Clinical Services	-1.3	No Establishment	0
Sickness	4	1	0	2	Nursing and Midwifery Registered	6.6	No Establishment	1
Obs Above Ward Threshold	1	0	4	1				
Emergency AL	1	0	0	0				
<b>% Total</b>	<b>93.46%</b>	<b>6.54%</b>	<b>83.33%</b>	<b>16.67%</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				
220	207	210	248	90	78	90	89	94.1%	118.1%	86.7%	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	33	11.6%	34	10.1%	Leave	9.4%	12.7%
Agency	20	7.0%	3	0.9%	Sickness	3.0%	5.0%
Bank Only	8	2.8%	10	3.0%	Study Day	2.2%	0.8%
Substantive	224	78.6%	290	86.1%	<b>Total</b>	<b>14.6%</b>	<b>18.5%</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	55	1	18	3	Additional Clinical Services	2.2	No Establishment	1
Obs Above Ward Threshold	0	0	10	5	Nursing and Midwifery Registered	3.1	No Establishment	2
Sickness	3	0	7	2				
Special	0	0	2	0				
Emergency AL	1	0	0	0				
<b>% Total</b>	<b>98.33%</b>	<b>1.67%</b>	<b>78.72%</b>	<b>21.28%</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				
96	98	140	121	30	30	30	30	102.1%	86.4%	100.0%	100.0%

Staff Utilisation				
Type	Registered Nurses		Unregistered	
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts
Substantive Bank	20	15.6%	16	10.6%
Agency	0	0.0%	0	0.0%
Bank Only	13	10.2%	11	7.3%
Substantive	95	74.2%	124	82.1%

Non-Effective Reasons (Headroom)		
Non-Effective Reasons	Registered	Unregistered
Leave	19.3%	5.8%
Sickness	15.7%	6.4%
Study Day	3.3%	0.3%
<b>Total</b>	<b>38.3%</b>	<b>12.5%</b>

Reasons for Temporary Staffing				
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses	
	Before Shift	After Shift	Before Shift	After Shift
Sickness	13	7	7	6
Estab Vacancies	5	0	7	1
Planned Escort for Ext Appt	3	4	6	0
Emergency AL	1	0	0	0
<b>% Total</b>	<b>66.67%</b>	<b>33.33%</b>	<b>74.07%</b>	<b>25.93%</b>

Vacancy Information			
Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
Additional Clinical Services	3.0	No Establishment	0
Nursing and Midwifery Registered	0.0	No Establishment	0



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				
73	87	118	107	30	30	34	36	119.2%	90.7%	100.0%	105.9%

<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	13	11.1%	17	11.9%	Leave	0.0%	0.0%
Agency	13	11.1%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	10	8.5%	19	13.3%	Study Day	0.0%	0.0%
Substantive	81	69.2%	107	74.8%	<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	31	3	35	0	Additional Clinical Services	0.0	No Establishment	0
OOH Temporary Staffing Use only	0	2	0	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Mandatory Training	0	0	0	1				
<b>% Total</b>	<b>86.11%</b>	<b>13.89%</b>	<b>97.22%</b>	<b>2.78%</b>				

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				
144	145	200	232	30	55	60	67	100.7%	116.0%	183.3%	111.7%

<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	27	13.5%	40	13.4%	Leave	11.3%	12.5%
Agency	0	0.0%	0	0.0%	Sickness	0.6%	2.2%
Bank Only	3	1.5%	20	6.7%	Study Day	1.2%	5.5%
Substantive	170	85.0%	239	79.9%	<b>Total</b>	<b>13.1%</b>	<b>20.2%</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	18	2	17	7	Additional Clinical Services	1.2	No Establishment	0
Obs Above Ward Threshold	0	0	8	3	Nursing and Midwifery Registered	2.0	No Establishment	1
Study Leave	3	0	8	0				
Planned Escort for Ext Appt	0	2	1	6				
Emergency AL	1	0	3	2				
Sickness	2	0	1	2				
Special	2	0	0	0				
<b>% Total</b>	<b>86.67%</b>	<b>13.33%</b>	<b>65.52%</b>	<b>34.48%</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				
144	160	200	274	60	51	60	110	111.1%	137.0%	85.0%	183.3%

<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	45	21.3%	71	18.5%	Leave	8.8%	17.7%
Agency	0	0.0%	0	0.0%	Sickness	9.2%	4.2%
Bank Only	0	0.0%	90	23.4%	Study Day	0.8%	3.4%
Substantive	166	78.7%	223	58.1%	<b>Total</b>	<b>18.8%</b>	<b>25.3%</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	8	21	43	100	Additional Clinical Services	-1.2	No Establishment	0
Estab Vacancies	0	2	1	9	Nursing and Midwifery Registered	2.0	No Establishment	0
Sickness	1	6	0	1				
Planned Escort for Ext Appt	1	4	0	0				
Emergency AL	0	2	0	2				
Maternity Leave	0	0	2	0				
<b>% Total</b>	<b>22.22%</b>	<b>77.78%</b>	<b>29.11%</b>	<b>70.89%</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				
144	139	168	230	30	30	60	58	96.5%	136.9%	100.0%	96.7%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	1	0.6%	45	15.6%	Leave	18.6%	8.3%
Agency	0	0.0%	0	0.0%	Sickness	0.6%	5.0%
Bank Only	5	3.0%	21	7.3%	Study Day	2.6%	2.2%
Substantive	163	96.4%	222	77.1%	<b>Total</b>	<b>21.8%</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	6	0	48	2	Additional Clinical Services	3.5	No Establishment	0
Special	0	0	10	1	Nursing and Midwifery Registered	1.4	No Establishment	1
Sickness	0	0	4	1				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>93.94%</b>	<b>6.06%</b>				

Site Code	Hospital Site Name	Ward Name	Specialty
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				
240	211	210	323	60	90	60	119	87.9%	153.8%	150.0%	198.3%

<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	17	5.6%	17	3.8%	Leave	14.4%	15.0%
Agency	3	1.0%	0	0.0%	Sickness	0.8%	2.5%
Bank Only	3	1.0%	9	2.0%	Study Day	1.0%	0.3%
Substantive	278	92.4%	416	94.1%	<b>Total</b>	<b>16.2%</b>	<b>17.8%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	17	2	13	0	Additional Clinical Services	0.0	No Establishment	0
Emergency AL	3	1	6	3	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	0	0	2	0				
Special	0	0	2	0				
<b>% Total</b>	<b>86.96%</b>	<b>13.04%</b>	<b>88.46%</b>	<b>11.54%</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				
191	178	120	145	60	59	30	38	93.2%	120.8%	98.3%	126.7%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	29	12.2%	19	10.4%	Leave	6.1%	18.9%
Agency	18	7.6%	6	3.3%	Sickness	1.5%	8.2%
Bank Only	8	3.4%	24	13.1%	Study Day	3.5%	2.7%
Substantive	182	76.8%	134	73.2%	<b>Total</b>	<b>11.1%</b>	<b>29.8%</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	45	2	3	0	Additional Clinical Services	-0.6	No Establishment	0
Sickness	3	0	15	0	Nursing and Midwifery Registered	3.4	No Establishment	0
Emergency AL	0	0	14	0				
Obs Above Ward Threshold	1	0	5	2				
Obs General Hospital	1	0	1	1				
Special	0	0	2	0				
Planned Escort for Ext Appt	0	1	1	0				
ECT	2	0	0	0				
Study Leave	0	0	1	0				
<b>% Total</b>	<b>94.55%</b>	<b>5.45%</b>	<b>93.33%</b>	<b>6.67%</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				
144	161	200	179	60	32	60	62	111.8%	89.5%	53.3%	103.3%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	10	5.2%	15	6.2%	Leave	13.2%	15.5%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	6.2%
Bank Only	0	0.0%	11	4.6%	Study Day	1.1%	0.0%
Substantive	183	94.8%	215	89.2%	<b>Total</b>	<b>14.3%</b>	<b>21.7%</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	4	4	6	8	Additional Clinical Services	2.5	No Establishment	1
Sickness	0	1	6	5	Nursing and Midwifery Registered	2.4	No Establishment	0
Emergency AL	0	0	0	1				
Special	0	1	0	0				
<b>% Total</b>	<b>40.00%</b>	<b>60.00%</b>	<b>46.15%</b>	<b>53.85%</b>				

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

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
144	138	200	202	60	48	60	75	95.8%	101.0%	80.0%	125.0%

<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	8	4.3%	18	6.5%	Leave	13.0%	9.8%
Agency	0	0.0%	0	0.0%	Sickness	10.2%	1.4%
Bank Only	0	0.0%	5	1.8%	Study Day	0.2%	1.0%
Substantive	178	95.7%	254	91.7%	<b>Total</b>	<b>23.4%</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	6	2	3	10	Additional Clinical Services	1.1	No Establishment	0
Obs Above Ward Threshold	0	0	4	1	Nursing and Midwifery Registered	3.4	No Establishment	1
Sickness	0	0	4	0				
Special	0	0	0	1				
<b>% Total</b>	<b>75.00%</b>	<b>25.00%</b>	<b>47.83%</b>	<b>52.17%</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				
144	169	250	284	30	29	60	98	117.4%	113.6%	96.7%	163.3%

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	34	17.2%	144	37.7%	Leave	10.8%	14.0%
Agency	0	0.0%	0	0.0%	Sickness	2.7%	3.8%
Bank Only	9	4.5%	47	12.3%	Study Day	6.8%	1.4%
Substantive	155	78.3%	191	50.0%	<b>Total</b>	<b>20.3%</b>	<b>19.2%</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	15	10	56	41	Additional Clinical Services	3.3	No Establishment	0
Sickness	9	2	9	16	Nursing and Midwifery Registered	1.6	No Establishment	0
Obs Above Ward Threshold	0	1	30	4				
Maternity Leave	0	0	9	4				
Obs General Hospital	0	1	0	11				
Mandatory Training	5	0	0	0				
Special	0	0	4	0				
Planned Escort for Ext Appt	0	0	3	1				
Emergency AL	0	0	0	3				
<b>% Total</b>	<b>67.44%</b>	<b>32.56%</b>	<b>58.12%</b>	<b>41.88%</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				
160	129	313	380	60	58	150	198	80.6%	121.4%	96.7%	132.0%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	17	9.1%	51	8.8%	Leave	17.6%	12.7%
Agency	4	2.1%	30	5.2%	Sickness	3.4%	8.0%
Bank Only	9	4.8%	194	33.6%	Study Day	1.1%	2.1%
Substantive	157	84.0%	303	52.4%	<b>Total</b>	<b>22.1%</b>	<b>22.8%</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	25	1	100	12	Additional Clinical Services	2.5	No Establishment	0
Obs Above Ward Threshold	0	0	113	13	Nursing and Midwifery Registered	4.3	No Establishment	0
Sickness	4	0	14	0				
Maternity Leave	0	0	13	0				
OOH Temporary Staffing Use only	0	0	0	8				
Emergency AL	0	0	0	1				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>96.67%</b>	<b>3.33%</b>	<b>87.64%</b>	<b>12.36%</b>				

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

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
144	141	200	197	30	30	60	63	97.9%	98.5%	100.0%	105.0%

<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	36	21.1%	40	15.4%	Leave	12.3%	12.5%
Agency	0	0.0%	0	0.0%	Sickness	0.9%	4.2%
Bank Only	30	17.5%	50	19.2%	Study Day	5.0%	4.1%
Substantive	105	61.4%	170	65.4%	<b>Total</b>	<b>18.2%</b>	<b>20.8%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	48	10	38	26	Additional Clinical Services	3.6	No Establishment	0
Sickness	1	2	4	7	Nursing and Midwifery Registered	0.8	No Establishment	0
Special	0	1	6	3				
Obs Above Ward Threshold	0	1	0	4				
Emergency AL	0	1	0	2				
OOH Temporary Staffing Use only	2	0	0	0				
<b>% Total</b>	<b>77.27%</b>	<b>22.73%</b>	<b>53.33%</b>	<b>46.67%</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				
200	175	120	170	60	68	30	42	87.5%	141.7%	113.3%	140.0%

<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	9.5%	28	13.2%	Leave	11.8%	11.3%
Agency	15	6.2%	9	4.2%	Sickness	1.0%	0.0%
Bank Only	16	6.6%	25	11.8%	Study Day	3.0%	1.0%
Substantive	189	77.8%	150	70.8%	<b>Total</b>	<b>15.8%</b>	<b>12.3%</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	25	4	24	3	Additional Clinical Services	1.4	No Establishment	0
Obs Above Ward Threshold	12	1	15	1	Nursing and Midwifery Registered	1.6	No Establishment	0
Obs General Hospital	4	0	3	2				
Sickness	2	0	4	0				
OOH Temporary Staffing Use only	0	1	0	4				
Mandatory Training	0	1	2	0				
Emergency AL	0	0	2	0				
<b>% Total</b>	<b>86.00%</b>	<b>14.00%</b>	<b>83.33%</b>	<b>16.67%</b>				

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

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
196	183	120	137	60	54	30	46	93.4%	114.2%	90.0%	153.3%

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	23	9.7%	26	14.2%	Leave	11.7%	6.1%
Agency	0	0.0%	2	1.1%	Sickness	2.1%	3.1%
Bank Only	46	19.4%	50	27.3%	Study Day	2.6%	9.2%
Substantive	168	70.9%	105	57.4%	<b>Total</b>	<b>16.4%</b>	<b>18.4%</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	62	4	50	21	Additional Clinical Services	1.2	No Establishment	1
Sickness	2	0	3	0	Nursing and Midwifery Registered	4.7	No Establishment	11
Obs Above Ward Threshold	0	0	0	2				
Obs General Hospital	0	0	2	0				
Emergency AL	0	1	0	0				
<b>% Total</b>	<b>92.75%</b>	<b>7.25%</b>	<b>70.51%</b>	<b>29.49%</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				
200	162	120	142	60	62	30	40	81.0%	118.3%	103.3%	133.3%

<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	16	7.1%	8	4.4%	Leave	9.7%	6.9%
Agency	7	3.1%	4	2.2%	Sickness	0.8%	0.0%
Bank Only	55	24.6%	42	23.1%	Study Day	6.3%	3.2%
Substantive	146	65.2%	128	70.3%	<b>Total</b>	<b>16.8%</b>	<b>10.1%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	76	0	27	2	Additional Clinical Services	1.8	No Establishment	0
Obs Above Ward Threshold	2	0	20	2	Nursing and Midwifery Registered	4.1	No Establishment	0
OOH Temporary Staffing Use only	0	0	0	1				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>90.38%</b>	<b>9.62%</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				
191	176	120	132	60	60	30	31	92.1%	110.0%	100.0%	103.3%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	30	12.7%	16	9.8%	Leave	17.8%	13.9%
Agency	37	15.7%	5	3.1%	Sickness	2.4%	7.3%
Bank Only	10	4.2%	19	11.7%	Study Day	3.3%	2.1%
Substantive	159	67.4%	123	75.5%	<b>Total</b>	<b>23.5%</b>	<b>23.3%</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	57	1	18	1	Additional Clinical Services	-0.2	No Establishment	0
Sickness	5	0	8	0	Nursing and Midwifery Registered	4.6	No Establishment	0
Study Leave	6	0	5	0				
Emergency AL	6	0	1	0				
Special	2	0	4	0				
Obs Above Ward Threshold	0	0	0	1				
Obs General Hospital	0	0	0	1				
OOH Temporary Staffing Use only	0	0	0	1				
<b>% Total</b>	<b>98.70%</b>	<b>1.30%</b>	<b>90.00%</b>	<b>10.00%</b>				

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAG	Memorial Hospital	Oaktree Lodge	715 - Old Age Psychiatry

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
140	145	193	163	60	59	90	79	103.6%	84.5%	98.3%	87.8%

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	34	16.7%	38	15.7%	Leave	2.0%	15.6%
Agency	2	1.0%	3	1.2%	Sickness	15.7%	10.7%
Bank Only	35	17.2%	37	15.3%	Study Day	0.0%	0.4%
Substantive	133	65.2%	164	67.8%	<b>Total</b>	<b>17.7%</b>	<b>26.7%</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	47	0	28	2	Additional Clinical Services	1.3	No Establishment	0
Sickness	11	0	21	2	Nursing and Midwifery Registered	3.0	No Establishment	1
Planned Escort for Ext Appt	10	0	12	0				
Emergency AL	0	0	8	0				
Obs Above Ward Threshold	0	0	4	0				
ECT	3	0	0	0				
OOH Temporary Staffing Use only	0	0	0	1				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>93.59%</b>	<b>6.41%</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				
152	151	210	176	60	62	60	58	99.3%	83.8%	103.3%	96.7%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	9	4.2%	29	12.4%	Leave	7.8%	10.6%
Agency	0	0.0%	0	0.0%	Sickness	2.4%	15.9%
Bank Only	13	6.1%	6	2.6%	Study Day	4.6%	2.8%
Substantive	191	89.7%	199	85.0%	<b>Total</b>	<b>14.8%</b>	<b>29.3%</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				
Sickness	6	3	31	2	Additional Clinical Services	-1.9	No Establishment	0
Mandatory Training	9	0	1	0	Nursing and Midwifery Registered	0.3	No Establishment	0
ECT	0	2	0	0				
Estab Vacancies	0	0	1	0				
Emergency AL	1	0	0	0				
Planned Escort for Ext Appt	1	0	0	0				
<b>% Total</b>	<b>77.27%</b>	<b>22.73%</b>	<b>94.29%</b>	<b>5.71%</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				
148	140	150	178	60	59	30	42	94.6%	118.7%	98.3%	140.0%

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	21	10.6%	10	4.5%	Leave	10.0%	11.9%
Agency	0	0.0%	5	2.3%	Sickness	0.6%	0.0%
Bank Only	15	7.5%	51	23.2%	Study Day	3.6%	2.8%
Substantive	163	81.9%	154	70.0%	<b>Total</b>	<b>14.2%</b>	<b>14.7%</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	28	1	31	0	Additional Clinical Services	0.0	No Establishment	0
Emergency AL	3	0	11	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Obs General Hospital	0	0	10	3				
Obs Above Ward Threshold	0	0	6	0				
Special	0	0	4	0				
ECT	3	0	0	0				
Sickness	1	0	0	0				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>97.22%</b>	<b>2.78%</b>	<b>95.45%</b>	<b>4.55%</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				
200	154	120	165	60	59	30	46	77.0%	137.5%	98.3%	153.3%

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	39	18.3%	17	8.1%	Leave	14.5%	16.8%
Agency	10	4.7%	1	0.5%	Sickness	3.2%	2.9%
Bank Only	54	25.4%	88	41.7%	Study Day	0.0%	0.6%
Substantive	110	51.6%	105	49.8%	<b>Total</b>	<b>17.7%</b>	<b>20.3%</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	93	5	72	2	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	1	0	19	4	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	1	0	5	1				
Sickness	3	0	3	0				
<b>% Total</b>	<b>95.15%</b>	<b>4.85%</b>	<b>93.40%</b>	<b>6.60%</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				
208	195	260	256	60	56	90	93	93.8%	98.5%	93.3%	103.3%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	42	16.7%	44	12.6%	Leave	13.3%	5.8%
Agency	0	0.0%	0	0.0%	Sickness	0.9%	9.1%
Bank Only	72	28.7%	66	18.9%	Study Day	3.6%	1.9%
Substantive	137	54.6%	239	68.5%	<b>Total</b>	<b>17.8%</b>	<b>16.8%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	107	6	88	9	Additional Clinical Services	6.6	No Establishment	1
Sickness	0	0	6	1	Nursing and Midwifery Registered	7.2	No Establishment	0
Obs Above Ward Threshold	1	0	1	1				
Emergency AL	0	0	2	0				
Special	0	0	0	1				
Planned Escort for Ext Appt	0	0	1	0				
<b>% Total</b>	<b>94.74%</b>	<b>5.26%</b>	<b>89.09%</b>	<b>10.91%</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				
88	109	70	65	30	32	0	2	123.9%	92.9%	106.7%	-

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	17	12.1%	28	41.8%	Leave	3.1%	13.2%
Agency	0	0.0%	0	0.0%	Sickness	13.0%	3.5%
Bank Only	30	21.3%	4	6.0%	Study Day	3.3%	0.0%
Substantive	94	66.7%	35	52.2%	<b>Total</b>	<b>19.4%</b>	<b>16.7%</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	39	0	28	0	Additional Clinical Services	-4.0	No Establishment	0
Sickness	4	0	0	0	Nursing and Midwifery Registered	1.3	No Establishment	9.8
Special	2	0	2	0				
Emergency AL	0	0	2	0				
Mandatory Training	0	2	0	0				
<b>% Total</b>	<b>95.74%</b>	<b>4.26%</b>	<b>100.00%</b>	<b>0.00%</b>				