

# 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		1132.50	1117.83	1567.50	1773.17	581.25	404.96	581.25	827.19	98.7%	113.1%	69.7%	142.3%	506	3.0	5.1	8.1
RPGAB	BRACTON	Burgess	712 - FORENSIC PSYCHIATRY		1132.50	978.75	1567.50	1993.33	290.63	542.16	581.25	636.65	86.4%	127.2%	186.5%	109.5%	527	2.9	5.0	7.9
RPGAB	BRACTON	Danson	712 - FORENSIC PSYCHIATRY		1132.50	966.42	1342.50	1607.50	290.63	290.78	581.25	581.56	85.3%	119.7%	100.1%	100.1%	527	2.4	4.2	6.5
RPGAB	BRACTON	Heath	712 - FORENSIC PSYCHIATRY		1132.50	1072.50	1972.50	1917.25	290.63	300.16	581.25	590.94	94.7%	97.2%	103.3%	101.7%	480	2.9	5.2	8.1
RPGAB	BRACTON	Joydens	712 - FORENSIC PSYCHIATRY		1132.50	972.50	1567.50	1565.00	290.63	290.78	581.25	583.18	85.9%	99.8%	100.1%	100.3%	403	3.1	5.3	8.5
RPGAB	BRACTON	Birchwood	712 - FORENSIC PSYCHIATRY		772.50	771.83	1102.50	926.00	290.63	290.78	290.63	290.78	99.9%	84.0%	100.1%	100.1%	387	2.7	3.1	5.9
RPGAG	MEMORIAL HOSPITAL	Hazelwood	712 - FORENSIC PSYCHIATRY		1132.50	1127.42	1567.50	1310.00	581.25	431.02	581.25	581.07	99.6%	83.6%	74.2%	100.0%	465	3.4	4.1	7.4
RPGAG	MEMORIAL HOSPITAL	Greenwood	712 - FORENSIC PSYCHIATRY		1132.50	1215.33	1567.50	1455.00	581.25	299.84	581.25	929.43	107.3%	92.8%	51.6%	159.9%	486	3.1	4.9	8.0
RPGAG	MEMORIAL HOSPITAL	Oaktree Lodge	715 - OLD AGE PSYCHIATRY		1102.50	1103.75	1500.00	1197.50	581.25	403.34	871.88	740.86	100.1%	79.8%	69.4%	85.0%	375	4.0	5.2	9.2
RPGAD	GREEN PARK'S HOUSE	Scadbury Ward	715 - OLD AGE PSYCHIATRY		1207.50	1185.42	1627.50	1273.94	581.25	583.56	581.25	534.66	98.2%	78.3%	100.4%	92.0%	459	3.9	3.9	7.8
RPGAE	OXLEAS HOUSE	Shepherdleas Ward	715 - OLD AGE PSYCHIATRY		1170.00	1077.36	1162.50	1202.98	581.25	562.20	290.63	505.48	92.1%	103.5%	96.7%	173.9%	577	2.8	3.0	5.8
RPGAH	WOODLANDS	Holbrook	715 - OLD AGE PSYCHIATRY		1260.00	1100.00	2430.00	2240.71	581.25	556.42	1453.13	1450.13	87.3%	92.2%	95.7%	99.8%	435	3.8	8.5	12.3
RPGGP	1 WENSLEY CLOSE	Bluebell House	420 - PAEDIATRICS		435.00	555.00	712.50	675.00	190.00	190.00	220.00	260.00	127.6%	94.7%	100.0%	118.2%	53	14.1	17.6	31.7
RPGAN	GOLDIE LEIGH	Atlas House	700 - LEARNING DISABILITY		1102.50	1175.17	2377.50	2920.50	589.00	307.75	589.00	886.25	106.6%	122.8%	52.2%	150.5%	248	6.0	15.3	21.3
RPGAE	OXLEAS HOUSE	Avery	710 - ADULT MENTAL ILLNESS		1530.00	1065.50	930.00	1110.50	581.25	579.50	290.63	421.00	69.6%	119.4%	99.7%	144.9%	563	2.9	2.7	5.6
RPGAP	BAREFOOT LODGE	Barefoot	710 - ADULT MENTAL ILLNESS		1462.50	905.30	930.00	986.55	296.05	293.50	592.10	580.55	61.9%	106.1%	99.1%	98.0%	366	3.3	4.3	7.6
RPGAD	GREEN PARK'S HOUSE	Betts	710 - ADULT MENTAL ILLNESS		1530.00	1284.00	930.00	846.50	581.25	562.80	290.63	478.38	83.9%	91.0%	96.8%	164.6%	544	3.4	2.4	5.8
RPGAD	GREEN PARK'S HOUSE	Goddington	710 - ADULT MENTAL ILLNESS		1507.50	1382.50	930.00	922.50	581.25	562.80	290.63	300.16	91.7%	99.2%	96.8%	103.3%	481	4.0	2.5	6.6
RPGAH	WOODLANDS	Lesney	710 - ADULT MENTAL ILLNESS		1567.50	1190.50	930.00	1669.50	581.25	599.68	290.63	758.97	75.9%	179.5%	103.2%	261.2%	593	3.0	4.1	7.1
RPGAE	OXLEAS HOUSE	Maryon	710 - ADULT MENTAL ILLNESS		1530.00	1171.50	930.00	842.50	581.25	617.50	290.63	315.50	76.6%	90.6%	106.2%	108.6%	639	2.8	1.8	4.6
RPGAH	WOODLANDS	Milbrook	710 - ADULT MENTAL ILLNESS		1567.50	1281.74	930.00	1581.00	581.25	601.32	290.63	583.56	81.8%	170.0%	103.5%	200.8%	581	3.2	3.7	7.0
RPGAD	GREEN PARK'S HOUSE	Norman	710 - ADULT MENTAL ILLNESS		1500.00	1341.00	930.00	1121.00	581.25	581.56	290.63	459.62	89.4%	120.5%	100.1%	158.1%	532	3.6	3.0	6.6
RPGAE	OXLEAS HOUSE	Shrewsbury	710 - ADULT MENTAL ILLNESS		1567.50	1114.25	930.00	1098.50	589.00	570.00	294.50	342.00	71.1%	118.1%	96.8%	116.1%	618	2.7	2.3	5.1
RPGAH	OXLEAS HOUSE	Tarn	710 - ADULT MENTAL ILLNESS		1635.00	1175.00	2032.50	1853.00	581.25	515.41	871.88	899.79	71.9%	91.2%	88.7%	103.2%	138	12.2	19.9	32.2
RPGFV	BEVAN INTERMEDIATE CARE UNIT	GICU	314 - REHABILITATION		1912.50	1435.50	1627.50	2166.00	620.00	930.00	620.00	1240.00	75.1%	133.1%	150.0%	200.0%	618	3.8	5.5	9.3
RPGFD	STEP UP_STEP DOWN	Bexley Meadowview	314 - REHABILITATION		1740.00	1404.00	1627.50	1484.00	930.00	690.00	930.00	1159.00	80.7%	91.2%	74.2%	124.6%	816	2.6	3.2	5.8
RPGHR	BELMARSH	Belmarsh	712 - FORENSIC PSYCHIATRY		1107.50	1128.00	766.50	524.00	341.00	407.00	0.00	230.50	101.9%	68.4%	119.4%	-	761	2.0	1.0	3.0
RPGHT	THAMESIDE	Thameside	712 - FORENSIC PSYCHIATRY		942.50	1118.50	766.50	659.50	356.50	253.00	0.00	88.00	118.7%	86.0%	71.0%	-	474	2.9	1.6	4.5

Site Code	Hospital Site Name	Ward Name	Speciality
RPGAN	Goldie Leigh	Atlas House	700- Learning Disability

**Planned Vs Actual Shifts**

Day				Night				Day		Night	
Registered Nurses		Care Staff		Registered Nurses		Care Staff		Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)	Avg Fill Rate Reg Nurses (%)	Avg Fill Rate Care Staff (%)
Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts	Planned Staff Shifts	Actual Staff Shifts				
147	175	317	404	62	32	62	93	119.0%	127.4%	51.6%	150.0%

<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	31	15.0%	49	9.9%	Leave	28.2%	15.5%
Agency	0	0.0%	0	0.0%	Sickness	0.9%	5.3%
Bank Only	9	4.3%	62	12.5%	Study Day	2.9%	2.4%
Substantive	167	80.7%	386	77.7%	<b>Total</b>	<b>32.0%</b>	<b>23.2%</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	22	3	95	2	Additional Clinical Services	0.0	0.00%	2
Sickness	3	0	10	0	Nursing and Midwifery Registered	0.0	0.00%	0
Emergency AL	3	0	2	2				
Special	7	0	0	0				
Planned Escort for Ext Appt	2	0	0	0				
<b>% Total</b>	<b>92.50%</b>	<b>7.50%</b>	<b>96.40%</b>	<b>3.60%</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				
204	161	124	168	62	61	31	45	78.9%	135.5%	98.4%	145.2%

<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	52	23.4%	18	8.5%	Leave	24.9%	20.7%
Agency	1	0.5%	1	0.5%	Sickness	0.0%	2.9%
Bank Only	33	14.9%	39	18.3%	Study Day	1.2%	1.8%
Substantive	136	61.3%	155	72.8%	<b>Total</b>	<b>26.1%</b>	<b>25.4%</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	82	0	26	4	Additional Clinical Services	0.2	2.07%	0
Obs Above Ward Threshold	0	0	11	6	Nursing and Midwifery Registered	4.3	26.47%	0
Emergency AL	2	0	3	2				
Sickness	0	0	5	0				
Study Leave	2	0	0	0				
Un-Planned Escort for Ext Appt	0	0	0	1				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>77.59%</b>	<b>22.41%</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				
195	120	124	121	31	31	62	62	61.5%	97.6%	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	22	14.6%	9	4.9%	Leave	17.1%	13.0%
Agency	0	0.0%	0	0.0%	Sickness	6.2%	0.5%
Bank Only	1	0.7%	55	30.1%	Study Day	8.1%	2.0%
Substantive	128	84.8%	119	65.0%	<b>Total</b>	<b>31.4%</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	8	13	32	31	Additional Clinical Services	0.0	No Establishment	0
Emergency AL	0	1	0	0	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	0	0	0	1				
Special	0	1	0	0				
<b>% Total</b>	<b>34.78%</b>	<b>65.22%</b>	<b>50.00%</b>	<b>50.00%</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	107	77	48	31	37	0	21	99.1%	62.3%	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	51	35.4%	42	60.9%	Leave	29.1%	11.3%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	7	4.9%	31	44.9%	Study Day	0.0%	0.0%
Substantive	86	59.7%	-4	-5.8%	<b>Total</b>	<b>29.1%</b>	<b>11.3%</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	22	0	47	8	Additional Clinical Services	-2.8	No Establishment	0
Estab Vacancies	28	8	12	4	Nursing and Midwifery Registered	-1.3	-8.56%	1
Planned Escort for Ext Appt	0	0	2	0				
<b>% Total</b>	<b>86.21%</b>	<b>13.79%</b>	<b>83.56%</b>	<b>16.44%</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				
204	179	124	122	62	60	31	51	87.7%	98.4%	96.8%	164.5%

<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	53	22.2%	29	16.8%	Leave	12.0%	24.9%
Agency	35	14.6%	6	3.5%	Sickness	3.6%	0.5%
Bank Only	36	15.1%	19	11.0%	Study Day	0.6%	0.6%
Substantive	115	48.1%	119	68.8%	<b>Total</b>	<b>16.2%</b>	<b>26.0%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	115	3	27	1	Additional Clinical Services	-0.2	-2.29%	0
Obs Above Ward Threshold	0	1	22	2	Nursing and Midwifery Registered	8.4	51.31%	1
Sickness	2	0	2	0				
OOH Temporary Staffing Use only	1	2	0	0				
<b>% Total</b>	<b>95.16%</b>	<b>4.84%</b>	<b>94.44%</b>	<b>5.56%</b>				

Site Code	Hospital Site Name	Ward Name	Specialty
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	209	217	221	93	69	93	115	90.1%	101.8%	74.2%	123.7%

<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	20	7.2%	28	8.3%	Leave	15.3%	16.6%
Agency	0	0.0%	2	0.6%	Sickness	3.4%	4.7%
Bank Only	7	2.5%	10	3.0%	Study Day	0.6%	0.6%
Substantive	251	90.3%	296	88.1%	<b>Total</b>	<b>19.3%</b>	<b>21.9%</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	22	1	21	1	Additional Clinical Services	2.2	9.38%	0
Sickness	0	1	9	3	Nursing and Midwifery Registered	1.6	8.88%	4
Emergency AL	3	0	4	2				
<b>% Total</b>	<b>92.59%</b>	<b>7.41%</b>	<b>85.00%</b>	<b>15.00%</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				
103	104	147	131	31	31	31	31	101.0%	89.1%	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	10.4%	27	16.7%	Leave	22.5%	11.2%
Agency	0	0.0%	0	0.0%	Sickness	8.1%	4.9%
Bank Only	11	8.1%	13	8.0%	Study Day	2.6%	1.1%
Substantive	110	81.5%	122	75.3%	<b>Total</b>	<b>33.2%</b>	<b>17.2%</b>

  

Reasons for Temporary Staffing					Vacancy Information			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	14	2	17	1	Additional Clinical Services	3.0	27.27%	0
Sickness	5	2	13	2	Nursing and Midwifery Registered	0.0	0.00%	0
Planned Escort for Ext Appt	0	0	5	1				
Emergency AL	2	0	0	0				
Study Leave	0	0	1	0				
<b>% Total</b>	<b>84.00%</b>	<b>16.00%</b>	<b>90.00%</b>	<b>10.00%</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				
58	74	95	90	19	19	22	26	127.6%	94.7%	100.0%	118.2%

<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	6	6.5%	9	7.8%	Leave	0.0%	0.0%
Agency	6	6.5%	0	0.0%	Sickness	0.0%	0.0%
Bank Only	6	6.5%	21	18.1%	Study Day	0.0%	0.0%
Substantive	75	80.6%	86	74.1%	<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	14	0	27	3	Additional Clinical Services	0.0	No Establishment	0
Study Leave	2	2	0	0	Nursing and Midwifery Registered	0.0	No Establishment	0
<b>% Total</b>	<b>88.89%</b>	<b>11.11%</b>	<b>90.00%</b>	<b>10.00%</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				
151	139	209	280	31	58	62	68	92.1%	134.0%	187.1%	109.7%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	25	12.7%	76	21.8%	Leave	20.0%	14.0%
Agency	0	0.0%	0	0.0%	Sickness	3.0%	8.3%
Bank Only	1	0.5%	45	12.9%	Study Day	1.7%	7.7%
Substantive	171	86.8%	227	65.2%	<b>Total</b>	<b>24.7%</b>	<b>30.0%</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	15	3	33	13	Additional Clinical Services	1.2	7.50%	0
Planned Escort for Ext Appt	2	0	15	19	Nursing and Midwifery Registered	3.0	21.43%	1
Sickness	1	3	11	6				
Obs Above Ward Threshold	0	0	11	8				
Mandatory Training	2	0	0	0				
Emergency AL	0	0	1	0				
<b>% Total</b>	<b>76.92%</b>	<b>23.08%</b>	<b>60.68%</b>	<b>39.32%</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				
151	154	209	240	62	43	62	90	102.0%	114.8%	69.4%	145.2%

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	49	24.9%	49	14.8%	Leave	32.9%	15.4%
Agency	0	0.0%	0	0.0%	Sickness	0.8%	2.7%
Bank Only	6	3.0%	45	13.6%	Study Day	1.2%	0.5%
Substantive	142	72.1%	236	71.5%	<b>Total</b>	<b>34.9%</b>	<b>18.6%</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				
Obs Above Ward Threshold	16	6	31	21	Additional Clinical Services	-1.2	-7.25%	0
Estab Vacancies	6	4	1	9	Nursing and Midwifery Registered	2.0	14.29%	0
Mandatory Training	6	0	11	2				
Planned Escort for Ext Appt	4	4	6	4				
Emergency AL	3	2	2	2				
Sickness	0	0	2	1				
OOH Temporary Staffing Use only	1	0	0	1				
Study Leave	0	0	1	0				
<b>% Total</b>	<b>69.23%</b>	<b>30.77%</b>	<b>57.45%</b>	<b>42.55%</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				
151	135	179	221	31	31	62	62	89.4%	123.5%	100.0%	100.0%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	10	6.0%	32	11.3%	Leave	23.9%	10.8%
Agency	0	0.0%	0	0.0%	Sickness	0.0%	1.4%
Bank Only	4	2.4%	32	11.3%	Study Day	1.4%	1.7%
Substantive	152	91.6%	219	77.4%	<b>Total</b>	<b>25.3%</b>	<b>13.9%</b>

  

<u>Reasons for Temporary Staffing</u>					<u>Vacancy Information</u>			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	12	2	55	2	Additional Clinical Services	6.5	32.76%	0
Emergency AL	0	0	4	0	Nursing and Midwifery Registered	1.4	11.48%	1
Sickness	0	0	2	1				
<b>% Total</b>	<b>85.71%</b>	<b>14.29%</b>	<b>95.31%</b>	<b>4.69%</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				
255	221	217	336	62	93	62	124	86.7%	154.8%	150.0%	200.0%

<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	42	13.4%	18	3.9%	Leave	23.6%	16.1%
Agency	4	1.3%	0	0.0%	Sickness	2.2%	7.9%
Bank Only	5	1.6%	4	0.9%	Study Day	0.1%	0.2%
Substantive	263	83.8%	438	95.2%	<b>Total</b>	<b>25.9%</b>	<b>24.2%</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	46	1	16	5	Additional Clinical Services	0.0	No Establishment	0
Sickness	2	0	1	0	Nursing and Midwifery Registered	0.0	No Establishment	0
OOH Temporary Staffing Use only	0	2	0	0				
<b>% Total</b>	<b>94.12%</b>	<b>5.88%</b>	<b>77.27%</b>	<b>22.73%</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				
201	198	124	134	62	60	31	32	98.5%	108.1%	96.8%	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	43	16.7%	12	7.2%	Leave	11.5%	26.6%
Agency	18	7.0%	3	1.8%	Sickness	0.0%	8.8%
Bank Only	11	4.3%	25	15.1%	Study Day	0.6%	0.4%
Substantive	186	72.1%	126	75.9%	<b>Total</b>	<b>12.1%</b>	<b>35.8%</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	70	1	2	2	Additional Clinical Services	-0.6	-6.64%	0
Sickness	0	0	18	0	Nursing and Midwifery Registered	5.4	33.05%	0
Special	0	0	7	0				
Emergency AL	0	0	5	0				
Obs Above Ward Threshold	0	0	1	0				
Planned Escort for Ext Appt	1	0	0	0				
<b>% Total</b>	<b>98.61%</b>	<b>1.39%</b>	<b>94.29%</b>	<b>5.71%</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				
151	164	209	202	62	32	62	99	108.6%	96.7%	51.6%	159.7%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	39	19.9%	38	12.6%	Leave	14.9%	15.0%
Agency	0	0.0%	0	0.0%	Sickness	17.9%	6.9%
Bank Only	0	0.0%	50	16.6%	Study Day	0.0%	0.0%
Substantive	157	80.1%	213	70.8%	<b>Total</b>	<b>32.8%</b>	<b>21.9%</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	19	12	57	15	Additional Clinical Services	2.6	15.14%	1
Obs Above Ward Threshold	1	2	4	3	Nursing and Midwifery Registered	2.4	17.14%	0
Sickness	2	2	5	0				
Obs General Hospital	0	1	2	2				
<b>% Total</b>	<b>56.41%</b>	<b>43.59%</b>	<b>77.27%</b>	<b>22.73%</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				
151	164	209	193	62	46	62	62	108.6%	92.3%	74.2%	100.0%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	15	7.1%	23	9.0%	Leave	20.0%	15.2%
Agency	0	0.0%	0	0.0%	Sickness	2.7%	5.0%
Bank Only	0	0.0%	19	7.5%	Study Day	1.4%	9.2%
Substantive	195	92.9%	213	83.5%	<b>Total</b>	<b>24.1%</b>	<b>29.4%</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	5	5	25	15	Additional Clinical Services	1.2	8.00%	0
Obs Above Ward Threshold	2	0	1	0	Nursing and Midwifery Registered	3.4	22.67%	1
Sickness	0	0	1	0				
Special	0	1	0	0				
<b>% Total</b>	<b>53.85%</b>	<b>46.15%</b>	<b>64.29%</b>	<b>35.71%</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				
151	150	263	268	31	32	62	63	99.3%	101.9%	103.2%	101.6%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	20	11.0%	63	19.0%	Leave	18.9%	20.8%
Agency	0	0.0%	0	0.0%	Sickness	1.3%	3.8%
Bank Only	12	6.6%	32	9.7%	Study Day	2.2%	3.0%
Substantive	150	82.4%	236	71.3%	<b>Total</b>	<b>22.4%</b>	<b>27.6%</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	22	1	45	9	Additional Clinical Services	0.3	2.04%	0
Emergency AL	5	0	5	1	Nursing and Midwifery Registered	1.6	13.33%	0
Maternity Leave	0	0	10	1				
Special	0	1	8	1				
Sickness	1	1	4	3				
Planned Escort for Ext Appt	0	1	5	1				
Obs Above Ward Threshold	0	0	2	0				
<b>% Total</b>	<b>87.50%</b>	<b>12.50%</b>	<b>83.16%</b>	<b>16.84%</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				
168	153	324	318	62	59	155	154	91.1%	98.1%	95.2%	99.4%

<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	14	6.6%	43	9.1%	Leave	24.4%	18.1%
Agency	5	2.4%	8	1.7%	Sickness	3.2%	7.1%
Bank Only	10	4.7%	107	22.7%	Study Day	0.7%	0.7%
Substantive	183	86.3%	314	66.5%	<b>Total</b>	<b>28.3%</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	20	1	106	5	Additional Clinical Services	2.1	8.25%	0
Obs Above Ward Threshold	0	1	21	3	Nursing and Midwifery Registered	3.5	22.78%	0
Maternity Leave	0	0	13	0				
Sickness	4	0	8	0				
Emergency AL	3	0	0	0				
OOH Temporary Staffing Use only	0	0	0	2				
<b>% Total</b>	<b>93.10%</b>	<b>6.90%</b>	<b>93.67%</b>	<b>6.33%</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				
151	138	209	221	31	31	62	62	91.4%	105.7%	100.0%	100.0%

<u>Staff Utilisation</u>					<u>Non-Effective Reasons (Headroom)</u>		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	50	29.6%	51	18.0%	Leave	23.6%	21.9%
Agency	0	0.0%	0	0.0%	Sickness	4.4%	4.3%
Bank Only	17	10.1%	60	21.2%	Study Day	0.0%	6.5%
Substantive	102	60.4%	172	60.8%	<b>Total</b>	<b>28.0%</b>	<b>32.7%</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	50	12	46	38	Additional Clinical Services	3.8	23.75%	0
Special	1	0	4	3	Nursing and Midwifery Registered	3.8	31.67%	0
Emergency AL	2	1	0	3				
Sickness	0	0	3	3				
Planned Escort for Ext Appt	0	1	2	0				
<b>% Total</b>	<b>79.10%</b>	<b>20.90%</b>	<b>53.92%</b>	<b>46.08%</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	164	124	228	62	64	31	81	78.5%	183.9%	103.2%	261.3%

<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	18.4%	46	14.9%	Leave	15.8%	17.5%
Agency	8	3.5%	12	3.9%	Sickness	0.8%	0.5%
Bank Only	12	5.3%	84	27.2%	Study Day	1.9%	0.0%
Substantive	166	72.8%	167	54.0%	<b>Total</b>	<b>18.5%</b>	<b>18.0%</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				
Obs Above Ward Threshold	4	0	96	5	Additional Clinical Services	-0.6	-6.64%	0
Estab Vacancies	47	2	39	1	Nursing and Midwifery Registered	3.6	21.73%	0
Sickness	4	2	0	0				
Study Leave	1	1	0	0				
Obs General Hospital	1	0	1	0				
<b>% Total</b>	<b>91.94%</b>	<b>8.06%</b>	<b>95.77%</b>	<b>4.23%</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				
204	174	124	128	62	65	31	34	85.3%	103.2%	104.8%	109.7%

<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	26	10.9%	16	9.9%	Leave	18.0%	13.5%
Agency	2	0.8%	3	1.9%	Sickness	0.0%	1.3%
Bank Only	59	24.7%	37	22.8%	Study Day	2.5%	0.0%
Substantive	152	63.6%	106	65.4%	<b>Total</b>	<b>20.5%</b>	<b>14.8%</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	81	4	35	8	Additional Clinical Services	3.2	34.71%	1
Obs Above Ward Threshold	0	0	4	7	Nursing and Midwifery Registered	6.3	38.73%	10
Obs General Hospital	0	0	1	1				
OOH Temporary Staffing Use only	0	2	0	0				
<b>% Total</b>	<b>93.10%</b>	<b>6.90%</b>	<b>71.43%</b>	<b>28.57%</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	181	124	220	62	64	31	63	86.6%	177.4%	103.2%	203.2%

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	14	5.7%	18	6.4%	Leave	16.3%	18.9%
Agency	15	6.1%	14	4.9%	Sickness	11.1%	0.0%
Bank Only	52	21.2%	140	49.5%	Study Day	2.4%	0.0%
Substantive	164	66.9%	111	39.2%	<b>Total</b>	<b>29.8%</b>	<b>18.9%</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				
Obs Above Ward Threshold	2	0	119	9	Additional Clinical Services	1.8	19.48%	0
Estab Vacancies	64	0	26	1	Nursing and Midwifery Registered	5.1	30.76%	0
Sickness	7	1	10	0				
Obs General Hospital	4	1	1	0				
Emergency AL	1	0	2	0				
Planned Escort for Ext Appt	0	0	2	0				
Mandatory Training	1	0	0	0				
OOH Temporary Staffing Use only	0	0	1	0				
<b>% Total</b>	<b>97.53%</b>	<b>2.47%</b>	<b>94.15%</b>	<b>5.85%</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				
200	190	124	158	62	62	31	49	95.0%	127.4%	100.0%	158.1%

Staff Utilisation					Non-Effective Reasons (Headroom)		
Type	Registered Nurses		Unregistered		Non-Effective Reasons	Registered	Unregistered
	No Of Shifts Worked	% against the total shifts	No Of Shifts Worked	% against the total shifts			
Substantive Bank	26	10.3%	22	10.6%	Leave	18.5%	11.7%
Agency	54	21.4%	16	7.7%	Sickness	2.3%	1.0%
Bank Only	19	7.5%	36	17.4%	Study Day	1.9%	1.1%
Substantive	153	60.7%	133	64.3%	<b>Total</b>	<b>22.7%</b>	<b>13.8%</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	92	0	11	5	Additional Clinical Services	0.8	8.31%	1
Obs General Hospital	0	0	31	10	Nursing and Midwifery Registered	4.6	28.18%	0
Sickness	6	0	3	1				
Special	0	0	4	0				
Emergency AL	1	0	1	0				
Obs Above Ward Threshold	0	0	2	0				
Planned Escort for Ext Appt	0	0	2	0				
ECT	0	0	2	0				
OOH Temporary Staffing Use only	0	0	0	1				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>76.71%</b>	<b>23.29%</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	150	200	164	62	43	93	79	102.0%	82.0%	69.4%	84.9%

<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	32	16.6%	37	15.2%	Leave	12.5%	13.2%
Agency	0	0.0%	2	0.8%	Sickness	0.6%	5.3%
Bank Only	25	13.0%	18	7.4%	Study Day	0.0%	0.4%
Substantive	136	70.5%	186	76.5%	<b>Total</b>	<b>13.1%</b>	<b>18.9%</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	36	2	20	1	Additional Clinical Services	1.3	9.86%	0
Planned Escort for Ext Appt	12	0	7	1	Nursing and Midwifery Registered	3.0	27.27%	1
Sickness	1	1	13	0				
Obs Above Ward Threshold	0	0	10	0				
ECT	5	0	3	0				
Emergency AL	0	0	1	1				
<b>% Total</b>	<b>94.74%</b>	<b>5.26%</b>	<b>94.74%</b>	<b>5.26%</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	158	217	173	62	62	62	57	98.1%	79.7%	100.0%	91.9%

<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	7.7%	17	7.4%	Leave	20.4%	16.5%
Agency	1	0.5%	0	0.0%	Sickness	0.8%	13.3%
Bank Only	11	5.0%	8	3.5%	Study Day	0.3%	3.0%
Substantive	191	86.8%	205	89.1%	<b>Total</b>	<b>21.5%</b>	<b>32.8%</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				
Sickness	5	2	17	4	Additional Clinical Services	-1.9	-14.24%	0
Estab Vacancies	9	0	0	0	Nursing and Midwifery Registered	0.3	2.51%	0
Mandatory Training	7	0	2	0				
Obs Above Ward Threshold	1	1	1	0				
Special	1	2	0	0				
Emergency AL	0	0	1	0				
ECT	1	0	0	0				
<b>% Total</b>	<b>82.76%</b>	<b>17.24%</b>	<b>84.00%</b>	<b>16.00%</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	170	62	60	31	54	94.9%	109.7%	96.8%	174.2%

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	28	13.5%	19	8.5%	Leave	17.0%	31.7%
Agency	7	3.4%	5	2.2%	Sickness	7.5%	2.6%
Bank Only	26	12.5%	81	36.2%	Study Day	2.8%	0.8%
Substantive	147	70.7%	119	53.1%	<b>Total</b>	<b>27.3%</b>	<b>35.1%</b>

  

Reasons for Temporary Staffing					Vacancy Information			
Reasons for Staff Utilisation	Registered Nurses		Unregistered Nurses		Staff Group	FTE Actual Vacant	FTE Actual Vacant %	WTE Currently Being Recruited
	Before Shift	After Shift	Before Shift	After Shift				
Estab Vacancies	40	0	56	3	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	0	0	25	2	Nursing and Midwifery Registered	0.0	No Establishment	0
Sickness	14	0	7	0				
Special	1	0	6	0				
Emergency AL	1	0	5	0				
ECT	5	0	0	0				
Obs General Hospital	0	0	0	1				
<b>% Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>94.29%</b>	<b>5.71%</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	163	124	159	62	60	31	36	78.0%	128.2%	96.8%	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	48	21.5%	30	15.4%	Leave	27.0%	30.9%
Agency	12	5.4%	3	1.5%	Sickness	2.9%	2.7%
Bank Only	38	17.0%	56	28.7%	Study Day	0.0%	0.0%
Substantive	125	56.1%	106	54.4%	<b>Total</b>	<b>29.9%</b>	<b>33.6%</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	86	5	67	10	Additional Clinical Services	0.0	No Establishment	0
Obs Above Ward Threshold	1	1	4	1	Nursing and Midwifery Registered	0.0	No Establishment	0
Emergency AL	3	0	1	1				
OOH Temporary Staffing Use only	0	2	1	2				
Sickness	0	0	2	0				
<b>% Total</b>	<b>91.84%</b>	<b>8.16%</b>	<b>84.27%</b>	<b>15.73%</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	173	271	276	62	55	93	96	79.4%	101.8%	88.7%	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	45	19.7%	56	15.1%	Leave	27.3%	21.1%
Agency	4	1.8%	5	1.3%	Sickness	0.0%	8.5%
Bank Only	58	25.4%	88	23.7%	Study Day	4.7%	0.3%
Substantive	121	53.1%	223	59.9%	<b>Total</b>	<b>32.0%</b>	<b>29.9%</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	102	2	102	33	Additional Clinical Services	5.6	27.04%	1
Emergency AL	0	0	4	1	Nursing and Midwifery Registered	6.2	38.96%	0
Obs Above Ward Threshold	0	0	1	3				
Special	0	2	1	1				
OOH Temporary Staffing Use only	0	0	0	2				
Planned Escort for Ext Appt	0	0	1	0				
Un-Planned Escort for Ext Appt	0	1	0	0				
<b>% Total</b>	<b>95.33%</b>	<b>4.67%</b>	<b>73.15%</b>	<b>26.85%</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				
93	111	77	68	31	23	0	8	119.4%	88.3%	74.2%	-

<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	20	14.9%	32	42.1%	Leave	4.3%	16.0%
Agency	0	0.0%	0	0.0%	Sickness	11.0%	8.7%
Bank Only	42	31.3%	12	15.8%	Study Day	1.7%	0.0%
Substantive	72	53.7%	32	42.1%	<b>Total</b>	<b>17.0%</b>	<b>24.7%</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	56	0	42	0	Additional Clinical Services	-4.0	No Establishment	0
Sickness	4	0	2	0	Nursing and Midwifery Registered	2.3	17.23%	7
Planned Escort for Ext Appt	0	2	0	0				
<b>% Total</b>	<b>96.77%</b>	<b>3.23%</b>	<b>100.00%</b>	<b>0.00%</b>				