**Actual versus planned nurse staffing - Inpatient areas**

The table below summarises the average fill rate on each ward during **August 2017.** The fill rate is calculated by comparing planned staffing hours and actual staffing achieved.

In addition we are required to submit information on the total number of patients that were on each ward throughout the month – this is then used to calculate the “Care Hours per Patient Day” (CHPPD) metric. Our overall CHPPD for August was **8.10** care hours per patient per day.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Aug-2017** | | | | | | |
|  | **Day** | | **Night** | | **Care hours per patient day (CHPPD)** | | |
| **Ward name** | **Average fill rate - registered nurses/ midwives** | **Average fill rate - care staff** | **Average fill rate - registered nurses/ midwives** | **Average fill rate - care staff** | **Registered nurses/ midwives** | **Care Support Workers** | **Overall** |
| AMU | 96.0% | 92.2% | 96.0% | 124.7% | 4.10 | 2.60 | 6.80 |
| Byland | 94.5% | 79.6% | 64.5% | 98.4% | 2.90 | 3.90 | 6.80 |
| CATT | 86.5% | 108.1% | 89.5% | 87.7% | 4.60 | 3.20 | 7.80 |
| Farndale | 136.3% | 183.9% | 106.5% | 143.5% | 3.40 | 4.20 | 7.60 |
| Granby | 97.2% | 150.0% | 100.0% | 137.1% | 2.90 | 3.60 | 6.50 |
| Harlow |  |  |  |  |  |  |  |
| ITU/HDU | 85.4% | - | 82.6% | - | 26.30 | 1.30 | 27.70 |
| Jervaulx | 94.0% | 96.4% | 67.7% | 110.2% | 3.00 | 4.60 | 7.60 |
| Lascelles | 95.8% | 98.7% | 100.0% | 100.0% | 4.50 | 4.20 | 8.60 |
| Littondale | 90.4% | 134.2% | 94.6% | 180.6% | 3.10 | 2.50 | 5.60 |
| Maternity Wards | 96.6% | 93.5% | 98.5% | 98.4% | 11.60 | 3.40 | 15.00 |
| Nidderdale | 95.4% | 94.0% | 100.0% | 95.2% | 3.40 | 3.50 | 6.90 |
| Oakdale | 82.1% | 123.7% | 87.9% | 146.8% | 4.10 | 3.50 | 7.60 |
| Special Care Baby Unit | 90.3% | 57.7% | 93.5% | - | 14.40 | 2.00 | 16.40 |
| Trinity | 106.4% | 92.7% | 100.0% | 93.5% | 4.50 | 3.90 | 8.30 |
| Wensleydale | 84.6% | 168.5% | 100.0% | 145.2% | 3.40 | 3.70 | 7.10 |
| Woodlands | 65.0% | 90.3% | 80.6% | 71.0% | 9.70 | 3.20 | 12.90 |
| **Trust total** | **91.4%** | **110.0%** | **90.2%** | **115.1%** | **4.60** | **3.50** | **8.10** |

**Further information to support the August data**

On the medical wards Jervaulx, Byland, CATT, AMU and Oakdale, where the Registered Nurse (RN) fill rate was less than 100% against planned; this reflects current band 5 Registered Nurse vacancies and is reflective of the local and national position in particular regarding the difficulties in recruiting Registered Nurses. The Trust is engaged in an extensive recruitment plan in response to this.

In July 2017 we revised our ward establishment skill mix on Jervaulx and Byland wards. The ward occupancy levels fluctuated in these two wards during August and the staffing requirements were monitored on a shift by shift basis.

The Harlow Suite was closed during August and the Harlow staff were deployed to Farndale ward, however, these staff are not reflected in the Farndale numbers. In addition Harlow staff supported other ward areas throughout the month.

The ITU/HDU staffing levels which appear as less than planned are flexed when not all beds are occupied and staff assist in other areas. National standards for RN’s to patient ratios are maintained.

The planned staffing levels on the Delivery Suite and Pannal ward (maternity wards) have been combined to reflect the close working relationship of these two areas and the movement of staff between the wards in response to fluctuating occupancy and activity levels. Some of the gaps were due to sickness; however a professional assessment was made on a shift by shift basis to ensure that nurse staffing numbers matched the activity.

On Nidderdale ward although the day time RN and care staff hours were less than planned, 8 beds were closed for the majority of the month which enabled staff to assist in other areas.

In some wards the actual care staff hours show additional hours used for 1:1 care for those patients who require intensive support. In August this is reflected on the wards; AMU, Farndale, Granby, Littondale, Oakdale and Wensleydale.

For the Special Care Baby Unit (SCBU) although the day and night time RN hours and the day time care staff hours appear as less than planned it is important to note that the bed occupancy levels fluctuate in this area and a professional assessment was undertaken on a shift by shift basis to ensure that the planned staffing matched the needs of both babies and families.

On Wensleydale ward the daytime RN hours were less than planned due to RN sickness and vacancies.

The staffing complement for the children’s ward, Woodlands, is designed to reflect varying levels of occupancy. Although the day and night time RN hours are less than 100% in August due to staff sickness and the care staff hours due to vacancies, the ward occupancy levels vary considerably which means that particularly in this area the number of planned and actual nurses is kept under constant review.