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

The table below summarises the average fill rate on each ward during **September 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 September was **7.90** care hours per patient per day.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Sep-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 | 95.6% | 114.1% | 92.1% | 161.1% | 4.00 | 3.20 | 7.20 |
| Byland | 97.7% | 83.0% | 67.8% | 107.8% | 2.80 | 3.80 | 6.70 |
| CATT | 87.8% | 111.7% | 92.1% | 86.0% | 4.40 | 3.00 | 7.40 |
| Farndale | 98.3% | 130.6% | 100.0% | 108.3% | 3.70 | 3.60 | 7.40 |
| Granby | 91.9% | 157.5% | 101.7% | 141.7% | 2.80 | 3.70 | 6.40 |
| Harlow |  |  |  |  |  |  |  |
| ITU/HDU | 106.5% | - | 114.7% | - | 21.70 | 1.60 | 23.30 |
| Jervaulx | 95.5% | 89.3% | 67.8% | 104.4% | 2.70 | 3.80 | 6.50 |
| Lascelles | 96.6% | 90.7% | 100.0% | 103.7% | 4.10 | 3.60 | 7.60 |
| Littondale | 86.3% | 121.3% | 87.8% | 123.3% | 3.40 | 2.40 | 5.80 |
| Maternity Wards | 99.5% | 78.3% | 97.2% | 88.3% | 11.10 | 2.90 | 14.00 |
| Nidderdale | 105.9% | 118.9% | 100.0% | 100.0% | 3.70 | 3.80 | 7.60 |
| Oakdale | 80.5% | 135.6% | 88.3% | 156.7% | 3.90 | 3.70 | 7.60 |
| Special Care Baby Unit | 87.6% | 17.9% | 95.0% | - | 26.50 | 1.70 | 28.20 |
| Trinity | 93.6% | 100.0% | 100.0% | 91.7% | 4.40 | 4.30 | 8.70 |
| Wensleydale | 86.3% | 134.2% | 100.0% | 120.0% | 3.30 | 2.90 | 6.20 |
| Woodlands | 75.0% | 73.3% | 85.6% | 86.7% | 6.90 | 2.00 | 8.90 |
| **Trust total** | **92.8%** | **108.8%** | **93.3%** | **112.2%** | **4.60** | **3.30** | **7.90** |

**Further information to support the September 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.

The Harlow Suite was closed during August and re-opened on the 18 September. During this time Harlow staff were deployed to Farndale ward and on re opening mid-September the staffing was managed flexibly across these two wards. Therefore for the purposes of this month’s data collection the data has been merged and reported in the Farndale numbers.

The ITU/HDU staffing levels reflect periods of increased activity within the unit during September.

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 care staff gaps were due to sickness and vacancies; however a professional assessment was made on a shift by shift basis to ensure that nurse staffing numbers matched the activity.

On Littondale ward although the day and night time RN hours were less than planned, 8 beds were closed at the beginning of September for one week and this enabled staff to assist in other areas when available.

In some wards the actual care staff hours show additional hours used for 1:1 care for those patients who require intensive support. In September this is reflected on the wards; AMU, CATT, 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 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 September due to staff vacancy and 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.