

## Actual versus planned nurse staffing - Inpatient areas

The table below summarises the average fill rate on each ward during **April 2018**. 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 April was **8.10** care hours per patient per day.

Ward name	Apr-2018						
	Day		Night		Care hours per patient day (CHPPD)		
	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	98.9%	117.6%	95.8%	178.9%	4.30	3.60	7.90
Byland	85.2%	97.4%	85.3%	153.3%	2.50	4.10	6.60
CATT	100.7%	127.2%	103.3%	114.2%	5.00	3.30	8.30
Farndale	87.5%	117.8%	101.7%	160.0%	3.00	4.10	7.10
Granby	100.6%	167.5%	100.0%	150.0%	3.00	4.10	7.10
Harlow	101.7%	96.7%	100.0%	-	5.10	1.90	7.00
ITU/HDU	94.6%	-	96.0%	-	24.20	0.80	25.00
Jervaulx	86.9%	94.6%	83.3%	151.1%	2.60	4.10	6.60
Lascelles	104.0%	96.0%	100.0%	113.3%	4.30	3.80	8.10
Littondale	91.3%	142.0%	94.4%	146.7%	3.90	3.00	6.90
Maternity Wards	101.3%	72.5%	101.3%	73.3%	13.80	3.00	16.80
Nidderdale	95.8%	106.2%	107.3%	155.3%	3.50	3.10	6.60
Oakdale	87.2%	140.6%	96.7%	203.3%	4.10	4.00	8.10
Special Care Baby Unit	93.8%	37.9%	90.3%	-	13.10	1.40	14.60
Trinity	118.5%	96.0%	103.3%	100.0%	3.80	3.70	7.50
Wensleydale	90.1%	148.3%	103.3%	145.0%	3.10	2.90	6.00
Woodlands	75.0%	103.3%	90.0%	103.3%	8.50	3.00	11.50
<b>Trust total</b>	<b>94.0%</b>	<b>112.8%</b>	<b>97.3%</b>	<b>143.1%</b>	<b>4.60</b>	<b>3.50</b>	<b>8.10</b>

## Further information to support the April data

On the medical wards AMU, Jervaulx, Byland, 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.

On CATT ward the slight increase in day and night duty hours above plan was to support the opening of additional escalation beds at the beginning of April.

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 vacancies in April; however a professional assessment was made on a shift by shift basis to ensure that nurse staffing numbers matched the activity.

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

The staffing complement for the children's ward, Woodlands, is designed to reflect varying levels of occupancy. The day and night time RN hours are less than planned in April due to sickness however 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.