

Actual Versus Planned Nurse Staffing - Inpatient Areas

The table below summarises the average fill rate on each ward during **October 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 **October** was **7.94** care hours per patient per day.

Ward name	Oct-2018		Night		Care hours per patient day (CHPPD)		
	Day				Registered nurses/ midwives	Care Support Workers	Overall
	Average fill rate - registered nurses/ midwives	Average fill rate - care staff	Average fill rate - registered nurses/ midwives	Average fill rate - care staff			
AMU	98.0%	97.7%	98.4%	106.5%	4.27	2.66	6.93
Byland	87.7%	107.3%	89.7%	119.4%	2.58	3.57	6.16
CATT	89.6%	109.4%	85.9%	111.3%	4.63	3.22	7.85
Farndale	92.2%	86.6%	100.0%	101.6%	3.39	3.94	7.33
Granby	96.5%	113.7%	100.0%	106.5%	3.71	3.60	7.31
Harlow	105.6%	98.4%	100.0%	-	6.85	1.88	8.73
ITU/HDU	103.5%	-	100.0%	-	23.96	0.51	24.47
Jervaulx	94.6%	103.9%	98.6%	112.9%	2.83	3.68	6.51
Lascelles	96.4%	96.8%	100.0%	100.0%	4.45	4.05	8.50
Littondale	98.2%	120.6%	100.0%	106.5%	4.42	2.64	7.06
Maternity Wards	89.2%	66.5%	95.2%	75.0%	13.99	3.17	17.16
Nidderdale	108.6%	100.5%	103.5%	94.9%	3.70	2.26	5.96
Oakdale	90.9%	97.3%	93.5%	111.3%	4.21	2.60	6.81
Special Care Baby Unit	91.0%	46.7%	96.8%	-	10.58	1.39	11.97
Trinity	98.0%	94.8%	100.0%	100.0%	3.76	4.12	7.88
Wensleydale	85.2%	119.4%	100.0%	100.0%	3.75	2.85	6.60
Woodlands	91.9%	103.2%	96.8%	71.0%	8.75	2.35	11.10
Trust total	94.6%	100.4%	97.0%	103.4%	4.91	3.02	7.94

Further information to support the October data

On the wards: CATT, Oakdale and Jervaulx, 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 addition planned staffing levels on Jervaulx, Farndale and Nidderdale were adjusted in October to reflect the closure of beds in these areas in response to activity levels.

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

Registered Midwife and care staff gaps were due to sickness in October; 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 enhanced care for those patients who require intensive support. In October this is reflected on the wards; Byland, Granby, Jervaulx, Oakdale.

On Wensleydale ward although the daytime RN hours were less than planned in October, the occupancy levels varied in this area throughout the month which enabled staff to assist in other areas

For the Special Care Baby Unit (SCBU) although the day and night time RN and 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. Due to vacancies and sickness the day and night time RN and night time care staff hours are less than planned in October, 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.