

Actual Versus Planned Nurse Staffing - Inpatient Areas

The table below summarises the average fill rate on each ward during **April 2019**. 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 **7.90** care hours per patient per day.

Ward name	Apr-2019						
	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(MSS)	98.2%	97.6%	98.8%	118.9%	4.26	2.73	6.98
Byland	89.5%	91.7%	99.3%	116.1%	2.63	3.12	5.75
CATT(MAU)	93.4%	101.7%	103.8%	103.3%	4.69	2.75	7.45
Farndale	88.0%	92.8%	100.0%	120.0%	3.23	3.42	6.65
Granby	111.7%	138.3%	100.0%	105.0%	3.21	3.19	6.39
Harlow	103.3%	86.7%	100.0%	-	6.82	1.86	8.69
ITU/HDU	102.6%	-	110.0%	-	23.29	1.74	25.03
Jervaulx	95.2%	98.8%	94.7%	112.8%	2.78	3.33	6.12
Lascelles	103.2%	94.7%	100.0%	100.0%	4.55	3.92	8.47
Littondale	95.2%	96.7%	98.9%	106.7%	4.14	2.47	6.61
Maternity Wards	91.1%	85.8%	96.4%	80.0%	15.58	4.14	19.73
Nidderdale	91.3%	96.1%	98.9%	113.3%	3.72	2.30	6.03
Oakdale	86.9%	110.5%	106.7%	103.3%	3.68	3.84	7.51
Special Care Baby Unit	93.8%	43.3%	100.0%	-	23.86	2.95	26.82
Trinity	100.0%	106.0%	100.0%	100.0%	3.17	3.69	6.86
Wensleydale	78.6%	113.3%	100.0%	105.0%	3.95	3.15	7.10
Woodlands	81.4%	93.3%	95.6%	70.0%	10.37	2.83	13.20
Trust Total	93.3%	100.5%	100.5%	105.8%	4.83	3.08	7.90

Further information to support the April data

On the wards: MSS, Oakdale, Byland, Jervaulx, MAU and Farndale 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 Granby, Oakdale and MAU the increase in RN hours and some care staff hours was to support the opening of additional escalation beds in April when required.

The ITU/HDU staffing levels reflect periods of increased activity within the unit during 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 Registered Midwife gaps were due to vacancies and sickness in April and the care staff 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.

In some wards the actual care staff hours show additional hours used for enhanced care for those patients who require intensive support. In April this is reflected on the wards; MSS, Byland, Farndale, Granby, Jervaulx, Nidderdale and Oakdale.

For the Special Care Baby Unit (SCBU) although the daytime RN and 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

In April on Woodlands ward the RN hours were less than planned due to sickness and the care staff hours less than planned due to vacancy and 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.

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