

Safer Staffing Levels

Wards		March % Fill Rate Day Shift	March % Fill Rate Night Shift	April % Fill Rate Day Shift	April % Fill Rate Night Shift	Key Issues	Position to date
		Mar-17	Mar-17	Apr-17	Apr-17		
Brodsworth	Qualified	98%	100%	94%	103%	No red ratings but amber ratings for qualified staff during both months of March and April 2017. This was due to sickness and redeployment of staff due to performance issues.	<p><b>Brodsworth Day Shift</b></p>
	Non Professionally Qualified	100%	102%	101%	103%		<p><b>Brodsworth Night Shift</b></p>
Cusworth	Qualified	101.66%	103.23%	103.48%	110.00%	No red ratings during the months of March and April 2017, nothing to report.	<p><b>Cusworth Day Shift</b></p>
	Non Professionally Qualified	101.56%	109.68%	104.70%	116.67%		<p><b>Cusworth Night Shift</b></p>

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Skelbrooke	Qualified	91.60%	108.33%	96.67%	100.00%	No red ratings but amber ratings for qualified staff during both months of March and April 2017. Amber ratings due to ward vacancy.	<p style="text-align: center;"><b>Skelbrooke Day Shift</b></p>
	Non Professionally Qualified	113.57%	108.33%	105.91%	108.33%		<p style="text-align: center;"><b>Skelbrooke Night Shift</b></p>
Emerald	Qualified	102%	100%	100%	100%	No red ratings during the months of March and April 2017, nothing to report.	<p style="text-align: center;"><b>Emerald Day Shift</b></p>
	Non Professionally Qualified	100%	100%	100%	100%		<p style="text-align: center;"><b>Emerald Night Shift</b></p>

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Coral	Qualified	82.84%	100.00%	84.90%	100.00%	One red rating in March 2017, on day shift for qualified and one red rating in April, on day shift for qualified.	<p style="text-align: center;"><b>Coral Day Shift</b></p>
	Non Professionally Qualified	122.63%	100.00%	114.29%	103.33%		<p style="text-align: center;"><b>Coral Night Shift</b></p>
Mulberry	Qualified	99.06%	88.71%	104.09%	75.00%	One red rating in March 2017, on night shift for qualified and one red rating in April, on night shift for qualified. This is due to sickness and vacancy issues. The vacancies have now been filled but as yet the new staff members have not yet commenced work with the Trust.	<p style="text-align: center;"><b>Mulberry Day Shift</b></p>
	Non Professionally Qualified	196.57%	177.42%	194.95%	198.33%		<p style="text-align: center;"><b>Mulberry Night Shift</b></p>

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Goldcrest	Qualified	159.80%	129.03%	153.49%	100.00%	Two red ratings in March 2017, on day and night shifts for non-professionally qualified. One red rating in April, on day shift for qualified.	<p style="text-align: center;"><b>Goldcrest Day Shift</b></p>
	Non Professionally Qualified	68.51%	83.87%	72.46%	100.00%		<p style="text-align: center;"><b>Goldcrest Night Shift</b></p>
Kingfisher	Qualified	174%	100%	198%	100%	One red rating in March 2017, on day shift for non-professionally qualified however this was compensated by use of extra qualified staff.	<p style="text-align: center;"><b>Kingfisher Day Shift</b></p>
	Non Professionally Qualified	67%	100%	93%	113%		<p style="text-align: center;"><b>Kingfisher Night Shift</b></p>

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Osprey	Qualified	103%	100%	103%	100%	No red ratings during the months of March and April 2017, nothing to report.	<p style="text-align: center;"><b>Osprey Day Shift</b></p>
	Non Professionally Qualified	92%	115%	93%	113%		<p style="text-align: center;"><b>Osprey Night Shift</b></p>
Sandpiper	Qualified	95%	100%	88%	100%	One red rating during April 2017, on day shift for qualified. It was noted however that bed rates for this period were down. They do have staffing issues with 2 members of staff on long-term sickness and there is also HR policy issue which is on-going	<p style="text-align: center;"><b>Sandpiper Day Shift</b></p>
	Non Professionally Qualified	100%	100%	103%	97%		<p style="text-align: center;"><b>Sandpiper Night Shift</b></p>

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Hawthorn	Qualified	87.90%	88.71%	90.18%	91.07%	<p>Two red ratings for the month of March 2017, on day and night shifts for qualified. This improved to Amber for both these shifts in April 2017. The reason behind the low rates was due to vacancies and long-term sickness. This should be alleviated as new recruitments are now coming into post</p>	<p style="text-align: center;"><b>Hawthorn Day Shift</b></p>
	Non Professionally Qualified	108.96%	158.06%	103.17%	107.14%		<p style="text-align: center;"><b>Hawthorn Night Shift</b></p>
Hazel	Qualified	90%	100%	97%	100%	<p>No red ratings during the months of March and April 2017. The amber ratings for both months, on day shift for qualified is due to sporadic sickness</p>	<p style="text-align: center;"><b>Hazel Day Shift</b></p>
	Non Professionally Qualified	101.08%	104.84%	101.48%	150.00%		<p style="text-align: center;"><b>Hazel Night Shift</b></p>

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Magnolia	Qualified	69.23%	103.85%	80.36%	100.00%	<p>One red rating in March 2017, on day shift for qualified and one red rating in April, on day shift for qualified. This has started to improve. The reason for the low ratings was due to 2 members of staff being on long-term sickness and a vacancy. Throughout April bed rates were down from 14 to 10-11. To alleviate the staffing issue more non-professionally qualified staff were on duty.</p>	<p style="text-align: center;"><b>Magnolia Day Shift</b></p>
	Non Professionally Qualified	112.98%	101.28%	125.89%	108.33%		<p style="text-align: center;"><b>Magnolia Night Shift</b></p>
St. John's	Qualified	91%	100%	92%	100%	<p>No red ratings during the months of March and April 2017 however there were two amber ratings for these months on day shifts for qualified staff. This was due to vacancy issues that have now been resolved.</p>	<p style="text-align: center;"><b>St John's Hospice Day Shift</b></p>
	Non Professionally Qualified	131%	161%	107%	117%		<p style="text-align: center;"><b>St John's Hospice Night Shift</b></p>

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<b>FORENSIC</b>							
Amber Lodge R&R	Qualified	121%	100%	134%	100%	No red ratings during the months of March and April 2017, nothing to report.	
	Non Professionally Qualified	112.50%	101.59%	101.67%	98.33%		
Amber Lodge ISU	Qualified	148%	113%	123%	103%	One red rating in March 2017, on day shift for non-professionally qualified. This was not a concern.	
	Non Professionally Qualified	80.3%	96.8%	98.2%	123.3%		



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Jubilee Close	Qualified	113%	90%	92%	90%	Two red ratings for the months of March, on day and night shifts for non-professionally qualified. The ratings for qualified staff during March and April were mainly amber however this may have been due to low bed fill rates	<p><b>Jubilee Close Day Shift</b></p>
	Non Professionally Qualified	87%	89%	120%	92%		<p><b>Jubilee Close Night Shift</b></p>
Woodfield Way	Qualified	100%	100%			Woodfield Way was closed during April 2017.	<p><b>Woodfield Way Day Shift</b></p>
	Non Professionally Qualified	100%	100%				<p><b>Woodfield Way Night Shift</b></p>

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Danescourt	Qualified			129%	100%	No red ratings during the months of April 2017, nothing to report. This is a new area so no ratings are available for March 2017.	<p><b>Danescourt Day Shift</b></p> <p>Apr-17</p> <p>Qualified: ~129% Non Professionally Qualified: 100%</p>
	Non Professionally Qualified			106%	100%		<p><b>Danescourt Night Shift</b></p> <p>Apr-17</p> <p>Qualified: ~106% Non Professionally Qualified: 100%</p>

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Wards		March % Fill Rate Day Shift	March % Fill Rate Night Shift	April % Fill Rate Day Shift	April % Fill Rate Night Shift	Key Issues	Position to date
<b>Older Peoples Mental Health Services</b>							
Coniston	Qualified	88%	100%	87%	104%	<p>One red rating the March 2017, on day shift for qualified. One red rating the March 2017, on day shift for qualified. The red ratings in March are due to high levels of sickness. The ward is in the process of addressing this.</p>	<p style="text-align: center;"><b>Coniston Day Shift</b></p>
	Non Professionally Qualified	121.2%	100.0%	115.2%	106.5%		<p style="text-align: center;"><b>Coniston Night Shift</b></p>
Laurel	Qualified	105.26%	100.00%	113.33%	100.00%	<p>No red ratings during the months of March and April 2017, nothing to report.</p>	<p style="text-align: center;"><b>Laurel Day Shift</b></p>
	Non Professionally Qualified	138.37%	156.45%	123.89%	153.33%		<p style="text-align: center;"><b>Laurel Night Shift</b></p>

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Brambles	Qualified	101%	100%	106%	100%	No red ratings during the months of March and April 2017, nothing to report.	<p style="text-align: center;"><b>Brambles Day Shift</b></p>
	Non Professionally Qualified	150.00%	144.23%	140.00%	113.33%		<p style="text-align: center;"><b>Brambles Night Shift</b></p>
Glade	Qualified	105.04%	145.71%	110.53%	128.13%	One red rating in march 2017, on night shift for non-professional qualified. This issue was resolved by adding extra qualified staff.	<p style="text-align: center;"><b>Glade Day Shift</b></p>
	Non Professionally Qualified	105.38%	87.50%	106.94%	93.42%		<p style="text-align: center;"><b>Glade Night Shift</b></p>

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Windermere	Qualified	89.42%	100.00%	88.24%	103.33%	One red rating in March 2017, on day shift for qualified and one red rating in April 2017, on day shift for qualified.	<p><b>Windermere Day Shift</b></p>
	Non Professionally Qualified	170.19%	159.62%	178.33%	163.33%		<p><b>Windermere Night Shift</b></p>

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Drug and Alcohol Services

New Beginnings	Qualified	110%	100%	117%	100%	No red ratings for the month of March and April 2017, nothing to report.
	Non Professionally Qualified	100%	100%	99%	100%	

