

Safer Staffing Levels

Wards		June % Fill Rate Day Shift	June % Fill Rate Night Shift	July % Fill Rate Day Shift	July % Fill Rate Night Shift	Key Issues	Position to date
		Jun-17	Jun-17	Jul-17	Jul-17		
Brodsworth	Qualified	90%	97%	83%	100%	<p>One red (83%) rating for qualified staff during the month of July 2017, due to band 5 vacancies and annual leave, awaiting students to qualify. August is generally a time when staff use their annual leave which has an effect on safe staffing figures.</p>	
	Non Professionally Qualified	105%	102%	107%	97%		
Cusworth	Qualified	91.62%	100.00%	96.73%	100.00%	<p>No red ratings for the months of June and July 2017</p>	
	Non Professionally Qualified	96.67%	95.00%	97.65%	100.00%		

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Skelbrooke	Qualified	80.81%	96.55%	87.05%	100.00%	Red rating for the month of June 2017 for qualified staff on day shift. One red rating for the month of July 2017 for qualified on day shift, due to bank and agency staff cancelling their shift at the last minute which is a regular occurrence.	
	Non Professionally Qualified	116.62%	105.00%	100.24%	91.94%		
Emerald	Qualified	100%	100%	102%	100%	No red ratings for the months of June and July 2017	
	Non Professionally Qualified	97%	100%	96%	100%		

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Coral	Qualified	78.79%	100.00%	85.29%	100.00%	Red rating for the month of June and red rating for the month of July 2017 on day shifts for qualified staff.	<p>Coral Day Shift</p>
	Non Professionally Qualified	121.21%	100.00%	114.71%	101.61%		<p>Coral Night Shift</p>
Mulberry	Qualified	79.53%	57.69%	73.26%	64.52%	Red rated shifts for June and July 2017 for qualified staff	<p>Mulberry Day Shift</p>
	Non Professionally Qualified	195.10%	203.85%	227.99%	222.58%		<p>Mulberry Night Shift</p>

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Goldcrest	Qualified	166.77%	133.33%	160.40%	129.03%	The acuity for June and July 2017 was over 200% compensated by extra qualified staff.	<p>Goldcrest Day Shift</p>
	Non Professionally Qualified	75.82%	80.00%	70.05%	85.48%		<p>Goldcrest Night Shift</p>
Kingfisher	Qualified	159%	103%	136%	113%	No red ratings for the months of June and July 2017	<p>Kingfisher Day Shift</p>
	Non Professionally Qualified	106%	102%	110%	97%		<p>Kingfisher Night Shift</p>

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Osprey	Qualified	102%	100%	111%	100%	One red rating for the month of July 2017 on day shift for non-professionally qualified staff due to maternity leave, long-term sickness and vacancies. Recruited and 2 staff start in September 2017.	 <p>Osprey Day Shift</p>
	Non Professionally Qualified	94%	112%	85%	113%		 <p>Osprey Night Shift</p>
Sandpiper	Qualified	97%	100%	94%	100%	One red rating for the month of June 2017 on day shift for non-professionally qualified staff. Similar situation to Osprey.	 <p>Sandpiper Day Shift</p>
	Non Professionally Qualified	88%	95%	93%	97%		 <p>Sandpiper Night Shift</p>

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Hawthorn	Qualified	91.67%	95.00%	91.94%	85.48%	<p>One red rating in the month of July 2017 on night shift for qualified staff. This is due to long-term leave and maternity. Ward merging between Hawthorne and Hazel in September 2017 which will mean a reduction in beds (28 bed unit and 10 virtual beds in the community); this has prompted staff to either cut down their hours or hand in their notice. Staff will be swapping between Hazel and Hawthorne in September and staff working hours will be changed to cover shortfall.</p>	
	Non Professionally Qualified	106.67%	125.00%	102.51%	114.52%		
Hazel	Qualified	94%	100%	98%	103%	<p>No red ratings for the months of June and July 2017. Ambers are due to staff sickness and leave.</p>	
	Non Professionally Qualified	101.11%	105.00%	109.68%	124.19%		

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Magnolia	Qualified	88.33%	97.14%	93.55%	96.97%	Red rated in shift in June 2017 on day shift for qualified staff. This is due to short-term and long-term sickness, the staff are all back at work and the figures have improved during July 2017. Amber ratings for July 2017 due to staff being redeployed on Hawthorne and Hazel Ward. The ward was backfilled with Band 2 staff.	<p>Magnolia Day Shift</p>
	Non Professionally Qualified	131.25%	137.50%	126.24%	148.39%		<p>Magnolia Night Shift</p>
St. John's	Qualified	89%	100%	94%	100%	One red rating for the month of July 2017 on day shift for qualified staff.	<p>St John's Hospice Day Shift</p>
	Non Professionally Qualified	104%	120%	102%	106%		<p>St John's Hospice Night Shift</p>

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Amber Lodge R&R	Qualified	153%	93%	171%	100%	One rating for the month of June 2017 on day shift for non-professionally qualified. Over population on qualified staff was required for patient outings and visits. Carrying two vacancies and short-term sickness. Unable to fill with bank and agency.	
	Non Professionally Qualified	88.75%	104.92%	92.34%	96.77%		
Amber Lodge ISU	Qualified	102%	97%	102%	100%	No red ratings for the months of June and July 2017	
	Non Professionally Qualified	111.5%	101.7%	113.3%	95.2%		

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Jubilee Close	Qualified	110%	100%	100%	97%	Red rating for the month of June 2017 on night shift for non-professionally qualified and one red rating for the month of July 2017 on night shift for non-professionally qualified. Red rating due to long-term sickness and sporadic short-term sickness. Three staff nurse vacancies. Ward covered even though down on qualified.	<p>Jubilee Close Day Shift</p>
	Non Professionally Qualified	116%	84%	122%	84%		<p>Jubilee Close Night Shift</p>
Danescourt	Qualified	105%	100%	116%	100%	One amber rating for the month of June on day shift for non-professionally qualified due to short-term sickness.	<p>Danescourt Day Shift</p>
	Non Professionally Qualified	93%	100%	111%	100%		<p>Danescourt Night Shift</p>

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Older Peoples Mental Health Services							
Coniston	Qualified	93%	100%	99%	100%	No red ratings for the months of June and July 2017. Amber ratings dueto long term sickness.	<p style="text-align: center;">Coniston Day Shift</p>
	Non Professionally Qualified	110.8%	112.1%	102.4%	101.6%		<p style="text-align: center;">Coniston Night Shift</p>
Laurel	Qualified	100.00%	100.00%	111.29%	100.00%	No red ratings for the months of June and July 2017	<p style="text-align: center;">Laurel Day Shift</p>
	Non Professionally Qualified	100.00%	142.62%	96.77%	148.39%		<p style="text-align: center;">Laurel Night Shift</p>

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Brambles	Qualified	88%	103%	72%	100%	Red rating for the months of June and July 2017 on day on day shift for qualified staff due to 1:1 observations.	<p>Brambles Day Shift</p>
	Non Professionally Qualified	144.00%	150.00%	135.48%	125.81%		<p>Brambles Night Shift</p>
Ferns	Qualified	108.33%	100.00%	125.81%	100.00%	No red ratings for the months of June and July 2017. Ferns will remain open until March 2017. Going forward there are 7 vacancies. Two qualified staff are starting in September 2017, one in March 2017, and going to panel for the remaining for positions.	<p>Ferns Day Shift</p>
	Non Professionally Qualified	97.22%	101.67%	87.63%	98.39%		<p>Ferns Night Shift</p>

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Glade	Qualified	81.67%	100.00%	78.45%	103.23%	<p>Red ratings for the month of June and July 2017 on day shift for qualified staff. Due to ward acuity, sickness and annual leave. The ward remained safe.</p>	<p style="text-align: center;">Glade Day Shift</p>
	Non Professionally Qualified	118.67%	100.00%	129.03%	115.29%		<p style="text-align: center;">Glade Night Shift</p>
Windermere	Qualified	97.50%	106.67%	96.72%	100.00%	<p>No red ratings for the months of June and July 2017</p>	<p style="text-align: center;">Windermere Day Shift</p>
	Non Professionally Qualified	210.83%	211.67%	191.27%	201.79%		<p style="text-align: center;">Windermere Night Shift</p>

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Drug and Alcohol Services

New Beginnings	Qualified	107%	100%	116%	100%	No red ratings for the months of June and July 2017. Amber ratings due to long-term sickness. Support workers have been recruited and issues with e-bank have been raised.
	Non Professionally Qualified	99%	100%	97%	100%	

