



**Report to the Meeting of the
Oxford Health NHS Foundation Trust**

Board of Directors

BOD 08/2021
(Agenda item12)

27th January 2021

INPATIENT SAFER STAFFING Report

For: Assurance

The purpose of this paper is to provide the Trust Board with an exception report in line with the requirements of: "How to ensure the right people with the right skill are in the right place at the right time", Chief Nursing Officer for England & National Quality Board November 2013.

Executive Summary

During this period: 2nd November to 30th December 2020 (two roster periods)

Average weekly day shifts fill rates for registered staff & unregistered staff were in line with the Trust target of 85% with 93% or above for unregistered and registered staff.

During the two roster periods eight wards were below 85% average day shift fill rates for registered nurses:

- Adult Mental health wards: Allen 73% & 65% Ashurst 75%, & 78% Vaughn Thomas 78% & 76% Wintle 78% & 77%,
- Older Adult Wards: Amber 83% & 76% , Sandford 84% &78% Cherwell 80% &70%

Throughout this period all of the above wards had 87% or above unregistered staff in place to support safer staffing.

Average weekly night shifts fill rates for registered staff and unregistered staff across all wards was above the Trust target of 85% rates, they remained above 100% for registered staff for each week and 96% or above for unregistered staff.

The methods of filling these shifts includes substantive, flexible workers and agency registered staff and further detail is also provided on the nursing workforce priorities in the report.

The average weekly % agency use increased in this period rose from 10.7% in the week ending 9th August to 13.3% in the week of 26th October 2020. The average sickness rates for ward staff were 4.5% in the week of the 7th September rising to 5.7% in the final week 26th October 2020.

Quality Dashboard Update

In line with the national Quality Board guidance 'Developing workforce Safeguards'

The organisation should have an agreed local quality dashboard that cross-checks comparative data on staffing and skill mix with other efficiency and quality metrics. Trusts should report on this to their board every month.

With the development of the quality and safety app on TOBI there is now additional information to inform this report as part of a quality dashboard this enables triangulation of workforce indicators with quality metrics

This month's report includes the following quality metrics by ward, this includes restrictive practice data

Complaints	Incidents									Restrictive practice		
	Serious Incidents	Medication incidents	Medication incidents with harm	Patient falls	Patient falls with harm	C-Diff infection	MRSA	Detained patient AWOLs	Detained patient AWOLs with harm	Incidents involving prone restraint	Incidents involving supine restraint	Incidents involving physical restraint
Complain												

Key recruitment developments are outlined in this report:

- National HCSW2020 Programme
- International recruitment

Governance Route/Escalation Process

As per the CNO Safe staffing guidance information relating to safe staffing is reported directly to the Trust Board.

Statutory or Regulatory responsibilities

From June 2014, there has been a Department of Health requirement for Trust Boards to receive monthly updates on ward staffing levels. Ensuring sufficient staffing levels are in place is crucial to deliver safe, effective and high-quality care. This report will be published on our website with a link from NHS Choices website.

Recommendation

The Board is asked to note:

- There are processes in place to ensure safe staffing levels on all the wards in the organisation
- Those wards where there are concerns and the actions being taken to ensure safe staffing including project work and wider recruitment work.
- There are no exceptions to report that directly link actual staffing levels to adverse outcomes for patients which have been identified through our Governance Structures.
- No staffing issues were escalated to the Chief Nurse during this period.

Author and Title: Kate Riddle, Deputy Director of Nursing and Clinical Standards
(for this period)

Lead Executive Director: Marie Crofts Chief Nurse

1. *A risk assessment has been undertaken around the legal issues that this report presents and [there are no issues that need to be referred to the Trust*
2. **Strategic Objectives/Priorities** – *this report relates to or provides assurance and evidence against the following Strategic Objective(s)/Priority(ies) of the Trust*
3. 1) *Deliver the best care possible within available resources*
(Goals: *delivering the best care possible within available resources through improved safety, effective evidence-based treatments and an improved patient experience to create better outcomes for those who use our services*)

2) *Deliver care in the most efficient way*

(Goals: focus on getting the most value and benefit from the expertise of staff, and from organisational processes, finances, and system relationships to achieve a high-level of organisational effectiveness)

3) Attract, retain and develop outstanding staff

(Goals: make Oxford Health a place where people want to work, feel valued, empowered, developed and listened to as they strive to deliver outstanding care)

4) Remain financially sustainable

(Goals: maintain financial sustainability in the face of a combination of increasing demand, substantial under-investment by commissioners and a lack of available workforce)

Inpatient Safer Staffing

Period 2nd November to 27th December 2020.

Introduction

This report to the Board of Directors outlines the planned staffing levels (registered and unregistered) on each ward for the given period and are measured against the required figures on a shift by shift basis for the period 2nd November to 27th December 2020 (two months roster period).

During this period there was an increase in COVID 19 positive patients being cared for on the wards. 182 confirmed cases on 2nd November rising to 240 on 27th December 2020. The wards continued to adapt their care to respond the changing patient needs, managing isolation requirements and other infection prevention controls including ensuring staff were able to provide care and were safely working with the right personal protective equipment.

This report will focus on the percentage of day and night fill rates for registered and unregistered staff in line with the requirement from NHSE/I. This data is reported to NHSI and provides assurance of actual clinical staffing numbers being achieved. This report will be published on our website with a link from NHS Choices website.

A nursing workforce update is also provided to evidence the proactive work to support and develop the nursing workforce.

Management of Staffing Levels

An escalation process for the management of staff shortages is in place within each clinical area, to manage staffing safely on a shift by shift basis. As part of this process, senior clinical staff are providing appropriate clinical support to ward teams. In addition, senior ward staff and immediate team managers review ward staffing levels on an on-going shift by shift basis, and where there are changes in patient acuity. Ward managers and Matrons review staffing daily as a minimum and more frequently where required.

In-patient staffing levels continue to be reported every week and discussed within the Weekly Review Meeting (WRM), which takes place each Monday morning with the Chief Nurse and/or Deputy present. To ensure that staffing levels are under continual review, every ward undertakes a range of immediate actions to ensure safe staffing levels are maintained and appropriate to the needs of patients.

These actions include booking flexible or agency staff via Staffing Solutions, revising rotas, moving staff between wards and utilising additional staff that are not included in the ward numbers as required for example modern matrons. Forward View meetings also occur twice weekly within directorates to plan forward for required staffing.

Summary position of inpatients wards staffing levels.

Appendix 1 shows the staffing levels for all wards by ward for the period. The data presented includes details of staffing by shifts and details of registered nursing and unregistered staff skill mix, agency, total ward staff sickness and total ward vacancy figures. The thresholds presented in the table are measured against Trust/ national targets and used for exception reporting.

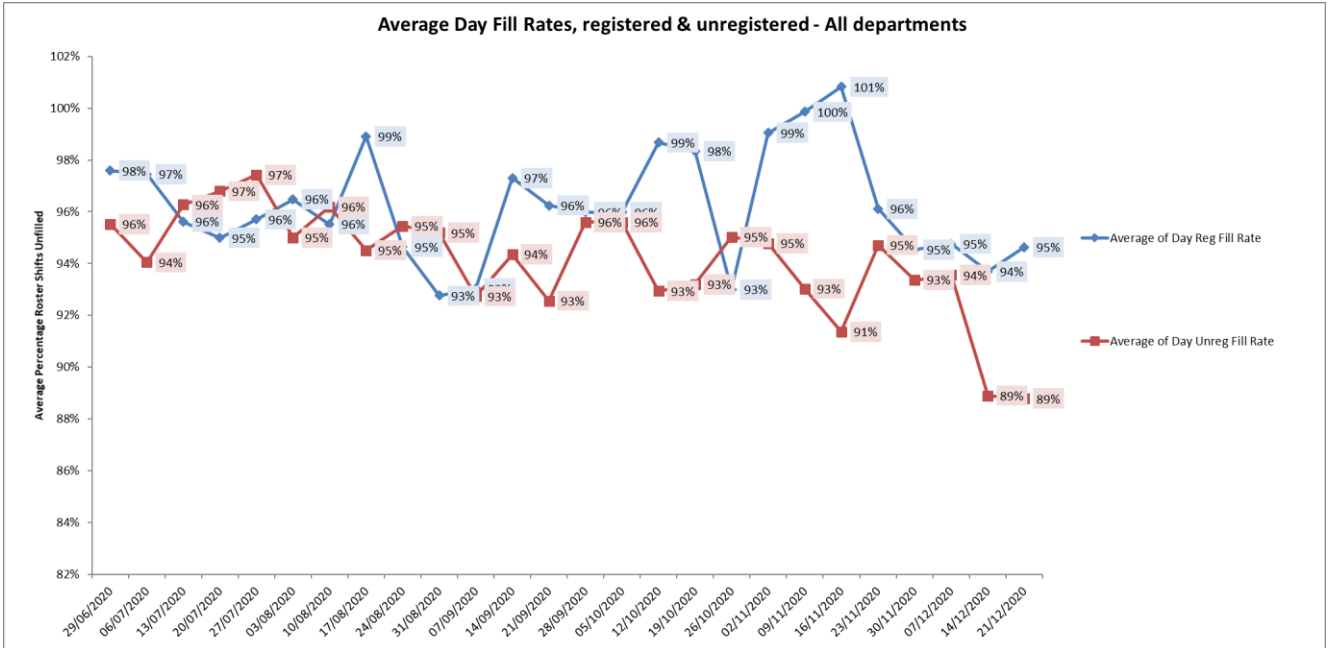
Day shifts fill rates

Average weekly day shifts fill rates for registered staff & unregistered staff were in line with the Trust target of 85% with 93% or above for unregistered and registered staff.

During the two roster periods seven wards were below 85% average day shift fill rates for registered nurses:

- Adult Mental health wards: Allen 73% & 65% Ashurst 75%, & 78% Vaughn Thomas 78% & 76% Wintle 78% & 77%,
- Older Adult Wards: Amber 83% & 76%, Sandford 84% & 78% Cherwell 80% & 70%

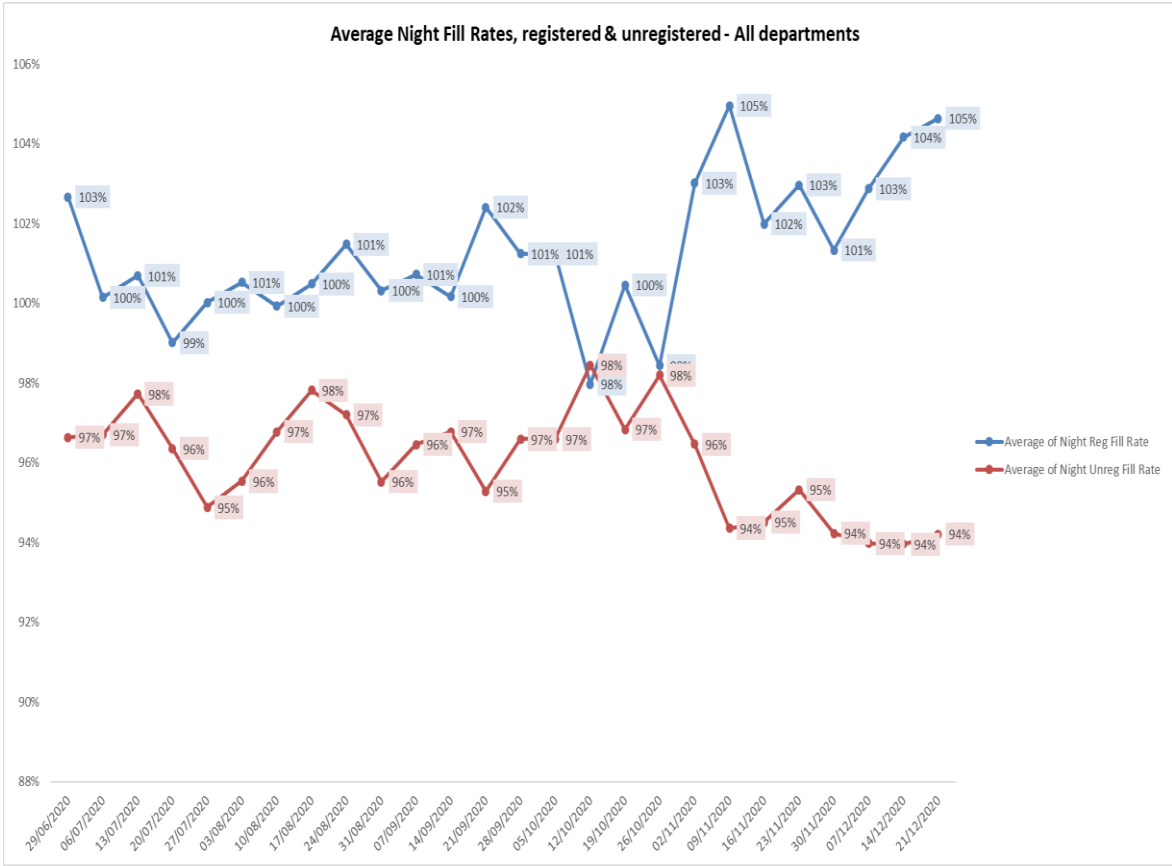
Throughout this period all of the above wards had 87% or above unregistered staff in place to support safer staffing.



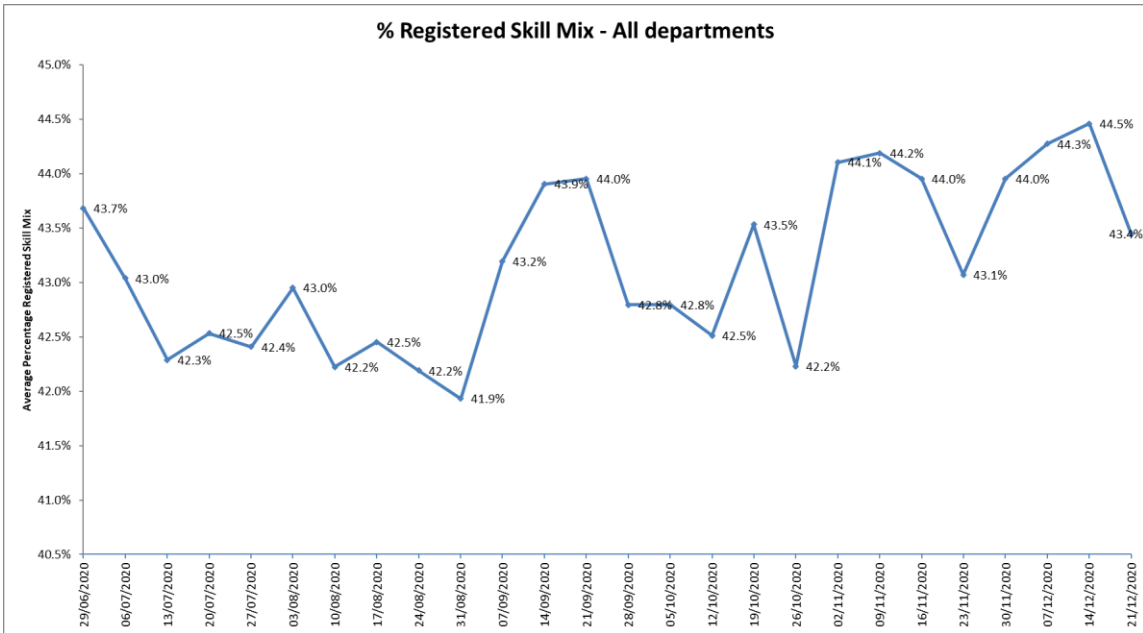
Night shift fill rates

Average weekly night shifts fill rates for registered staff and unregistered staff across all wards was above the Trust target of 85% rates, they remained above 100% for registered staff for each week and 96% or above for unregistered staff.

The methods of filling these shifts includes substantive, flexible workers and agency registered staff and further detail is also provided on the nursing workforce priorities in the report.



Registered skill mix



This was above 50% for eight wards in the first period and six wards during the second period.

Wards below 35%

Period one:

Evenlode		31.20%
Kestrel		31.90%
Linfoot		26.80%
MH Swindon		31.20%
Wintle		34.30%
Woodlands		32.50%

Period Two:

Chaffron		34.20%
City		31.00%
Lambourne House		34.00%
Linfoot		33.10%
MH Swindon		32.10%

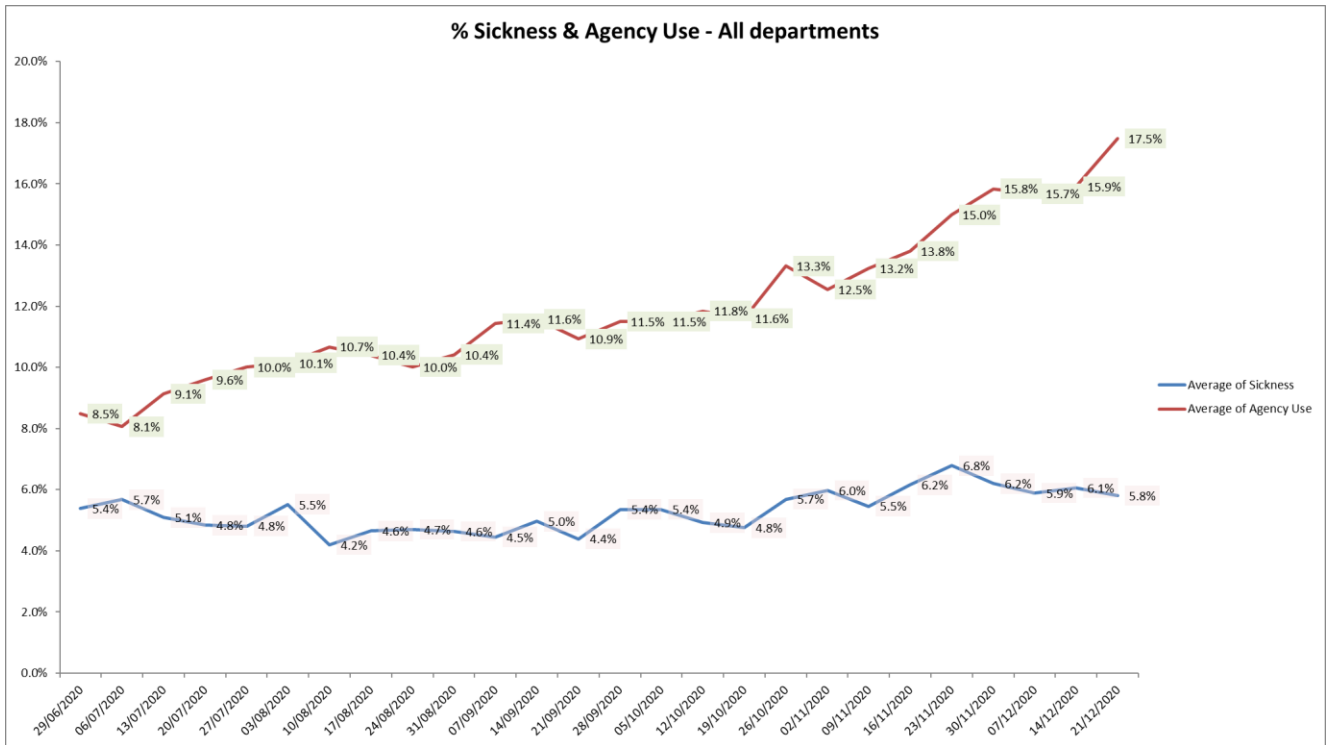
For those wards with below 50% registered skill mix, this is related to the continued registered nurse vacancies.

Safe staffing is supported by the ward managers and matrons on the ward working clinically as part of the numbers where required to ensure registered nursing leadership is maintained. Skill mix is achieved through use of our own staff and Trust employed flexible registered workers and agency registered nurses.

Sickness & Agency use

The average weekly % agency use increased in this period rose from 12.5% in the week ending 2nd November 2020 to 17.5% in the week of 21st December 2020.

The average sickness rates for ward staff was 6% at the start at the period and rose to 6.8% in the week of 23.11.2020 and decreased to 5.8% in the final week 21st December 2020.



- Seven wards required less than 5% average agency % hours during first period and this decreased to five wards in the second period
- Thirteen wards required more than 20% agency usage during the first period this reduced to six wards in the second period

The following six wards required more than 20% average agency hours throughout the whole period. This was related to a mixture of sickness, vacancies and patient acuity.

2/11- 29/11

Allen	20.20%
City	24.90%
Didcot	31.30%
Evenlode	27.90%
Kennet	23.00%
Kestrel	26.20%

30/11-30/12

Allen	22.90%
City	23.70%
Didcot	36.00%
Evenlode	22.60%
Kennet	22.80%
Kestrel	32.60%

Quality Metrics for all wards by exception

Serious incidents

There was one serious incident during this period, Amber ward this was a patient who required transfer to an acute hospital this was COVID related.

Nursing vacancies

Finance data as at Month 7 & 8 2020 is shown below to identify the number of vacancies in the nursing workforce.

Breakdown by staff group (all inpatient areas)

Staff Group	WTE Budget	WTE actual	Vacancies Month 7	Vacancies Month 8
HCA Band 3	501.68	419.34	82.34	85.95
Nurse Associates Band 3 and 4	132.54	87.4	45.14	51.67
Nurse Band 5	268.96	164.7	104.26	104.4
Nurse Band 6	142.07	111.59	30.48	33.15
Ward Manager Band 7	35.09	34.38	0.71	0.04
Matron Band 8	23.37	15.25	8.12	4.3
Totals	1103.71	832.66	271.05	278.15

Recruitment work update

National HCSW2020 Programme

NHSE/I require zero HCSW vacancies by end of March 2021 and following a successful bid to NHSE/I we have been allocated £127K to support this programme as well as accessing direct support with Indeed the recruitment agency using their tools/resources. Through this approach the Trust has started to take forward a more robust recruitment programme of HCSWs using virtual hiring events.

The first virtual hiring event was held on 4.12.2020 this was focused on recruitment on HCSWs for the Oxfordshire mental health wards. There were 14 offers made and to date 9 applicants are being taken forward for a career conversation. A further four (4) events are planned. These all are clinically led.

Through this approach the Trust is on target to achieve zero HCSW vacancies by the required timeline.

International recruitment

Following Ruth May, CNO England announcing a national programme of international recruitment the Trust successfully bid for some resource to support this work. We were initially awarded £99,397 to support with recruiting 40 international nurses between 1 November 2020 and 31 October 2021.

To date we have:

- Held two recruitment events which have been clinically led and made 15 offers for RN's
- Recruited an additional 4 nurses from overseas who have contacted us directly
- Worked with NHSE/I who have offered the Trust a further £7k per nurse for any recruitment before March 2021 and now successfully gained a further £75k and following a direct discussion with the regional lead from NHSE/I they have also supported us with an additional £30k to support the nurses who have been directed recruited. In total this is over £100k more than the original £99, 397 funding awarded

Working with Universities

There continue to be ongoing work to proactively connect with students who are due to graduate and provide interviews and job offers (subject to graduation). In addition third years due to be out on placement shortly have again been offered to work in paid placements supported by HEE. This is to support the Covid 19 effort across the NHS. We are currently working with all HEI's to deploy the students who opt in to this.

Conclusion

All ward staff and managers continue to make every effort to ensure wards are staffed safely. Fill rates remain high for most wards however we know we continue to have high vacancy rates and rely in some areas on flexible workers to maintain safe staffing levels. The quality metrics are now reported to enable triangulation with workforce indicators and over coming months this report will bring together

indicators to highlight at a glance any significant issues. No immediate staffing or quality issues were escalated to the Chief Nurse during this period.

Author and Title: Kate Riddle, Deputy Director of Nursing and Clinical Standards & Marie Crofts, Chief Nurse

Executive Director lead: Marie Crofts, Chief Nurse

Appendix One all metrics 2nd November 2020 to 27th December 2020 – see pages 15 & 16

Latest 4 week period - 2nd November - 29th November 2020																								
Ward	Unify % planned hours vs actual hours (highlighted amber if less than 85%)				% Registered Skill Mix (target 50% or more)	Agency % hours (thresholds based on Trust targets, 5%)	% Sickness (thresholds based on Trust targets, 3.5%)	Bed Days			Complaints	Incidents										Restrictive practice		
	% Registered day shifts filled by nurses (submitted to NHS England)	% Unregistered day shifts filled by nurses (submitted to NHS England)	% Registered night shift filled by nurses (submitted to NHS)	% Unregistered night shift filled by nurses (submitted to NHS)				Available beds	Occupied bed days %	Occupied bed days + leave days %		Complaints	Serious Incidents	Medication incidents	Medication incidents with harm	Patient falls	Patient falls with harm	C-Diff infection	MRSA	Detained patient AWOLs	Detained patient AWOLs with harm	Incidents involving prone restraint	Incidents involving supine restraint	Incidents involving physical restraint
Abbey	97%	94%	112%	90%	47.20%	13.00%	7.80%	17	90.36%	90%	0	1	4	1	8	2	0	0	0	0	0	0	0	0
Allen	73%	112%	98%	96%	45.70%	20.20%	11.40%	20	81.07%	113%	0	0	0	0	2	0	0	0	1	0	1	1	8	
Amber	83%	97%	98%	99%	41.10%	3.90%	9.50%	20	99.29%	99%	0	0	3	0	15	2	0	0	0	0	3	0	5	
Ashurst	75%	94%	79%	95%	31.20%	10.60%	11.00%	10	86.43%	87%	0	0	18	0	0	0	0	0	1	0	12	10	62	
Bicester	106%	85%	102%	99%	57.60%	6.90%	7.10%	12	98.51%	99%	0	0	1	0	9	0	0	0	0	0	0	0	0	
CH Marlborough	118%	82%	110%	91%	51.10%	3.10%	1.00%	12	79.46%	88%	0	0	9	0	0	0	0	0	0	0	0	2	3	
CH Oxford	79%	106%	111%	95%	38.80%	15.20%	3.60%	14	57.14%	59%	0	0	1	0	0	0	0	0	0	1	1	4		
Chaffron	109%	92%	104%	97%	49.70%	0.00%	6.70%	8	96.43%	96%	0	0	0	0	1	0	0	0	0	0	0	0	0	
Cherwell	80%	92%	96%	97%	44.10%	11.20%	10.40%	17	90.97%	103%	0	0	0	0	5	2	0	0	0	3	1	14		
City	90%	93%	96%	95%	51.80%	18.50%	7.90%	12	96.73%	97%	0	0	0	0	6	0	0	0	0	0	0	0	0	
Didcot	130%	76%	121%	78%	51.20%	13.50%	3.80%	19	91.07%	91%	0	0	3	1	10	2	0	0	0	0	0	0	0	
Evenlode	99%	95%	99%	98%	31.90%	15.90%	9.10%	9	87.30%	87%	0	0	1	0	0	0	0	0	0	0	0	0	1	
Glyme	134%	69%	100%	99%	52.40%	9.30%	1.30%	15	101.43%	108%	0	0	1	0	0	0	0	0	0	0	0	0	0	
Highfield	82%	89%	100%	99%	40.90%	19.60%	4.50%	20	83.21%	83%	1	0	0	0	0	0	0	0	0	0	1	45		
Kennet	123%	90%	110%	96%	36.40%	24.90%	7.80%	13	82.97%	83%	0	0	1	0	0	0	0	0	0	2	0	4		
Kestrel	118%	93%	101%	102%	26.80%	31.30%	1.90%	10	99.29%	99%	0	0	2	0	0	0	0	0	0	1	1	5		
Kingfisher	119%	84%	114%	93%	31.20%	27.90%	6.50%	16	92.86%	99%	0	0	1	0	4	1	0	0	0	0	3	8		
Lambourne House	116%	90%	111%	90%	45.20%	5.90%	5.30%	15	81.43%	84%	0	0	0	0	0	0	0	0	0	0	0	0	0	
Linfoot	97%	95%	106%	89%	52.00%	16.10%	6.80%	18	91.27%	91%	0	0	6	0	5	1	0	0	0	0	0	0	0	
MH Swindon	90%	99%	110%	85%	49.70%	10.60%	4.50%	12	77.08%	99%	85	0	2	0	0	0	0	0	1	0	1	0	5	
Opal	96%	104%	91%	107%	46.90%	4.50%	4.50%	20	87.68%	93%	0	0	1	1	0	0	0	0	1	0	0	0	1	
OSRU	90%	98%	99%	95%	49.70%	23.00%	2.20%	20	97.37%	97%	0	0	5	0	12	1	0	0	0	0	0	0	0	
Phoenix	110%	86%	100%	94%	48.80%	26.20%	11.80%	18	71.83%	160%	0	0	0	0	0	0	0	3	0	0	0	3		
Ruby	84%	103%	102%	99%	48.30%	9.00%	2.30%	20	66.61%	84%	0	0	4	0	5	0	0	0	1	0	0	2		
Sandford	84%	87%	98%	98%	42.50%	12.80%	12.80%	14	66.07%	81%	0	1	1	0	17	1	0	0	0	0	0	7		
Sapphire	97%	103%	108%	95%	42.00%	12.30%	1.30%	20	93.93%	116%	0	0	4	0	0	0	0	0	1	0	0	1	4	
Vaughan Thomas	78%	107%	100%	96%	41.90%	8.10%	7.00%	18	94.64%	121%	0	0	2	0	2	0	0	0	0	1	0	3		
Wallingford	116%	84%	119%	84%	51.20%	7.40%	6.30%	19	98.66%	99%	0	0	6	0	7	0	0	0	0	0	0	0	0	
Watling	113%	92%	108%	97%	39.90%	0.30%	2.60%	16	84.60%	85%	0	0	0	0	0	0	0	0	0	0	0	0	0	
Wenric	132%	84%	101%	100%	47.40%	19.70%	11.30%	20	94.46%	95%	0	0	0	0	0	0	0	0	0	0	0	0	0	
Wenrisc	87%	96%	104%	90%	54.10%	7.60%	6.90%	24	82.54%	83%	0	0	2	0	10	2	0	0	0	0	0	0	0	
Wintle	78%	106%	102%	91%	34.30%	3.90%	1.80%	16	78.79%	147%	0	0	0	0	0	0	0	0	1	0	0	2		
Woodlands	120%	90%	112%	94%	32.50%	1.60%	8.00%	20	100.00%	100%	1	0	1	0	2	0	0	0	1	0	0	0	0	

Latest 4 week period - 30th November - 27th December 2020																								
Ward	Unify % planned hours vs actual hours (highlighted amber if less than 85%)				% Registered Mix (target 50% or more)	Agency % hours (thresholds based on Trust targets, 5%)	% Sickness (thresholds based on Trust targets, 3.5%)	Bed Days			Complaints	Incidents								Restrictive practice				
	% Registered day shifts filled by nurses (submitted to NHS England)	% Unregistered day shifts filled by nurses (submitted to NHS England)	% Registered night shift filled by nurses (submitted to NHS England)	% Unregistered night shifts filled by nurses (submitted to NHS England)				Available beds	Occupied bed days %	Occupied bed days + leave days %		Complain	Serious Incidents	Medication incidents	Medication incidents with harm	Patient falls	Patient falls with harm	C-Diff infection	MRSA	Detained patient AWOLs	Detained patient AWOLs with harm	Incidents involving prone restraint	Incidents involving supine restraint	Incidents involving physical restraint
Abbey	97%	90%	104%	95%	59.80%	16.30%	6.60%	17	91.52%	92%	0	0	1	0	8	2	0	0	0	0	0	0	0	0
Allen	65%	106%	102%	86%	53.60%	22.90%	10.70%	20	63.39%	93%	0	0	4	0	0	0	0	0	3	0	0	0	2	8
Amber	76%	89%	94%	96%	53.20%	16.60%	8.10%	20	92.14%	92%	0	1	1	0	9	3	0	0	0	0	1	0	0	2
Ashurst	78%	92%	89%	93%	52.90%	10.60%	2.40%	10	89.64%	90%	0	0	0	0	0	0	0	0	0	0	7	1	65	
Bicester	101%	82%	105%	90%	51.90%	11.60%	5.10%	12	93.75%	94%	0	0	1	0	1	0	0	0	0	0	0	0	0	0
CH Marlborough	106%	90%	111%	89%	51.80%	3.30%	3.70%	12	82.44%	87%	0	0	3	1	0	0	0	0	0	0	0	2	8	
CH Oxford	87%	91%	121%	84%	48.20%	21.60%	5.30%	14	75.00%	75%	1	0	1	0	2	0	0	0	0	0	0	0	0	0
Chaffron	107%	95%	100%	100%	34.20%	1.70%	6.40%	8	100.00%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Cherwell	70%	98%	96%	97%	45.40%	6.00%	15.30%	17	84.45%	99%	0	0	2	0	1	1	0	0	0	0	1	0	0	3
City	73%	92%	96%	97%	31.00%	23.70%	0.70%	12	98.81%	99%	0	0	3	0	5	2	0	0	0	0	0	0	0	0
Didcot	127%	68%	128%	76%	47.30%	36.00%	6.60%	19	81.94%	82%	0	0	5	1	6	2	1	0	0	0	0	0	0	0
Evenlode	100%	95%	105%	95%	45.40%	22.60%	10.70%	9	77.78%	78%	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Glyme	127%	70%	97%	99%	42.60%	10.00%	3.50%	15	89.76%	97%	0	0	3	1	0	0	0	0	0	0	0	0	0	0
Highfield	87%	94%	109%	94%	44.40%	22.30%	3.80%	20	84.64%	85%	0	0	1	0	0	0	0	0	0	0	8	3	52	
Kennet	115%	89%	107%	96%	45.10%	22.80%	9.80%	13	70.05%	70%	0	0	3	0	0	0	0	0	0	0	2	1	4	
Kestrel	113%	95%	109%	98%	40.10%	32.60%	4.80%	10	100.00%	100%	0	0	0	0	0	0	0	0	0	0	0	2	10	
Kingfisher	121%	86%	109%	98%	40.00%	31.60%	11.00%	16	89.06%	95%	0	0	2	0	1	0	0	0	0	0	1	11	24	
Lambourne Hous	109%	93%	101%	100%	34.00%	2.80%	1.80%	15	84.29%	84%	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Linfoot	90%	97%	103%	88%	33.10%	25.50%	12.00%	18	87.90%	88%	0	0	4	0	3	1	0	0	0	0	0	0	0	0
MH Swindon	83%	100%	99%	97%	32.10%	7.20%	3.30%	12	75.00%	97%	0	0	2	0	0	0	0	0	0	0	0	0	0	3
Opal	95%	105%	104%	97%	49.00%	6.70%	8.30%	20	83.04%	94%	0	0	1	1	0	0	0	0	1	0	0	0	0	0
OSRU	86%	94%	106%	92%	47.30%	18.00%	3.70%	20	90.23%	90%	0	0	2	0	6	0	0	0	0	0	0	0	0	0
Phoenix	114%	87%	100%	98%	45.60%	29.10%	6.90%	18	77.78%	150%	0	0	5	1	0	0	0	0	2	0	2	0	6	
Ruby	92%	87%	89%	101%	47.20%	18.20%	3.90%	20	78.21%	96%	0	0	6	0	0	0	0	0	0	0	1	0	5	
Sandford	78%	92%	100%	91%	44.40%	12.90%	7.50%	14	53.06%	74%	0	0	1	0	5	2	0	0	0	0	1	1	14	
Sapphire	80%	101%	97%	99%	43.40%	12.70%	2.10%	20	85.18%	118%	0	0	2	0	1	0	0	0	1	0	2	1	3	
Vaughan Thomas	76%	110%	100%	98%	37.80%	14.00%	7.90%	18	97.02%	138%	0	0	5	3	1	0	0	0	2	0	9	9	25	
Wallingford	123%	76%	118%	83%	49.10%	23.50%	5.00%	19	92.86%	93%	0	0	1	0	4	0	0	0	0	0	0	0	0	0
Watling	109%	95%	109%	97%	40.60%	0.20%	0.40%	16	87.05%	87%	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Wenric	133%	84%	105%	97%	47.50%	20.70%	6.30%	20	95.00%	95%	0	0	2	0	0	0	0	0	1	0	0	0	2	
Wenrisc	71%	102%	92%	103%	48.40%	13.80%	12.30%	24	80.95%	81%	0	0	1	0	4	2	0	0	0	0	0	0	0	0
Wintle	77%	105%	105%	93%	38.90%	15.00%	0.30%	16	76.12%	135%	1	0	0	0	0	0	0	0	1	0	3	2	8	
Woodlands	122%	86%	98%	100%	39.10%	3.90%	8.50%	20	99.82%	100%	0	0	0	0	0	0	0	0	0	0	0	3	5	