

## CQC Domain – Are services well led? Safe staffing mental health inpatient

Ward Name	Code 1		Code 2		Code 3		Code 4		Code 5	
	Hours	Exceptions	Hours	Exceptions	Hours	Exceptions	Hours	Exceptions	Hours	Exceptions
Allen										
Amber										
Ashurst Unit										
Cotswold House Marlborough										
Cotswold House Oxford										
Chaffron										
Cherwell										
Evenlode										
Glyme										
Highfield										
Kennet										
Kestrel - Thames House										
Kingfisher - Thames House										
Lambourne House										
Marlborough House Swindon										
Opal										
Phoenix										
Ruby										
Sandford										
Sapphire										
Vaughan Thomas										
Watling										
Wenric										
Wintle										
Woodlands										

**Definitions of Exceptions**

- Code 1     Min staff numbers met - skill mix non-compliant but met needs of patients
- Code 2     Min staff numbers not compliant but met needs of patients e.g. low bed occupancy, patients on leave
- Code 3     Min staff numbers met - skill mix non-compliant and did not meet needs of patients
- Code 4     Min staff numbers not compliant did not meet needs of patients
- Code 5     Other

MENTAL HEALTH - QUALIFIED			Temporary Staffing			Vacancies	Sickness
Ward	Average Fill Rate	In-Post	Total	Bank	Agency		
Allen Acute Ward Ox Adults	94.00%	35.03%	58.97%	22.32%	77.68%	4.79	5.71%
Amber Ward - Whiteleaf	112.40%	86.45%	25.95%	32.89%	67.11%	-1.03	12.93%
Ashurst Picu Ox Adult	87.60%	40.20%	47.40%	44.64%	55.36%	6.31	11.91%
IP Ed Cotswold Hse Marlborough	129.60%	76.81%	52.79%	92.00%	8.00%	0.02	2.26%
IP T4 Camhs Highfield Oxford	129.20%	46.89%	82.31%	0.00%	100.00%	3.72	1.02%
Marlborough House / Chaffron	123.20%	70.76%	52.44%	93.55%	6.45%	0.45	0.00%
Cherwell Ward - Fulbrook	112.80%	64.29%	48.51%	80.51%	19.49%	1.39	13.11%
Evenlode Ward Ld	142.80%	43.08%	99.72%	30.91%	69.09%	4.41	0.42%
Glyme Ward - Msu	136.40%	47.58%	88.82%	57.63%	42.37%	3.34	3.17%
Highfield Oxford	112.00%	58.55%	53.45%	6.77%	93.23%	2.98	17.27%
Kennet Ward - Msu	149.20%	40.15%	109.05%	11.03%	88.97%	4.92	0.00%
Kestral Ward Th Lsu	157.20%	26.22%	130.98%	11.95%	88.05%	6.78	0.53%
Kingfisher Ward Th Lsu	152.40%	22.47%	129.93%	3.68%	96.32%	7.28	0.89%
Lambourn Pre Discharge Ward	151.60%	96.55%	55.05%	43.82%	56.18%	-1.42	9.69%
IP T4 Camhs Marl Hse Swindon	115.20%	77.20%	38.00%	66.12%	33.88%	-0.03	9.69%
Opal Ward							
Phoenix Acute Ward Ox Adults	178.00%	87.57%	90.43%	39.24%	60.76%	-1.21	4.07%
Ruby Acute Ward	117.20%	87.64%	29.56%	39.34%	60.66%	-1.21	3.87%
Sandford Ward - Fulbrook	128.00%	46.98%	81.02%	55.48%	44.52%	3.28	9.52%
Sapphire Acute Ward	104.80%	93.87%	10.93%	56.07%	43.93%	-1.92	11.54%
V. Thomas Acute Ward Ox Adults	98.40%	70.11%	28.29%	27.78%	72.22%	0.79	9.66%
Forensic - Watling Ward	133.60%	97.86%	35.74%	0.00%	100.00%	-3.41	3.76%
Wenric House - Lsu	162.00%	52.43%	109.57%	36.13%	63.87%	3.28	0.37%
Wintle Acute Ward Ox Adults	120.40%	59.28%	61.12%	33.72%	66.28%	2.02	0.00%
Woodlands - Lsu	138.80%	71.98%	66.82%	92.55%	7.45%	0.62	6.86%

MENTAL HEALTH - UNQUALIFIED			Temporary Staffing			Vacancies	Sickness
Ward	Average Fill Rate	In-Post	Total	Bank	Agency		
Allen Acute Ward Ox Adults	120.80%	92.63%	28.17%	86.10%	13.90%	-2.80	4.51%
Amber Ward - Whiteleaf	103.60%	93.36%	10.24%	72.12%	22.88%	2.93	7.79%
Ashurst Picu Ox Adult	115.20%	90.28%	24.92%	95.79%	4.21%	-3.14	1.46%
I/P Ed Cotswold Hse Marlboroug	106.80%	79.93%	26.87%	96.00%	4.00%	-0.42	0.24%
I/P T4 Camhs Highfield Oxford	99.60%	69.05%	30.55%	100.00%	0.00%	1.31	5.56%
Marlborough House / Chaffron	118.40%	100.00%	18.40%	97.78%	2.22%	-2.07	8.93%
Cherwell Ward - Fulbrook	110.00%	74.32%	35.68%	87.69%	12.31%	0.48	3.36%
Evenlode Ward Ld	102.80%	74.28%	28.52%	78.03%	21.97%	0.53	3.12%
Glyme Ward - Msu	92.80%	73.42%	19.38%	80.37%	11.63%	0.57	8.78%
Highfield Oxford	107.60%	74.00%	33.60%	74.23%	25.77%	1.11	5.56%
Kennet Ward - Msu	105.60%	64.00%	41.60%	61.29%	38.71%	3.25	15.67%
Kestral Ward Th Lsu	106.80%	83.20%	23.60%	74.83%	25.17%	-1.55	10.55%
Kingfisher Ward Th Lsu	104.40%	78.26%	26.14%	75.97%	24.03%	-0.29	6.24%
Lambourn Pre Discharge Ward							
I/P T4 Camhs Marib Hse Swindon	116.00%	76.41%	39.59%	84.17%	15.83%	0.10	1.77%
Opal Ward	113.20%	71.54%	41.66%	91.86%	8.14%	0.98	1.65%
Phoenix Acute Ward Ox Adults	96.40%	94.59%	1.81%	88.17%	11.83%	-3.15	8.28%
Ruby Acute Ward	111.20%	69.36%	41.84%	86.99%	13.01%	1.37	12.75%
Sandford Ward - Fulbrook	98.00%	86.17%	11.83%	57.79%	42.21%	-1.49	4.71%
Sapphire Acute Ward	124.80%	93.14%	31.66%	88.06%	11.94%	-2.89	2.68%
V. Thomas Acute Ward Ox Adults	127.20%	85.94%	41.26%	79.70%	20.30%	-1.60	11.12%
Forensic - Watling Ward	113.60%	82.09%	31.51%	0.00%	100.00%	-1.36	10.09%
Wenric House - Lsu	100.00%	73.91%	26.09%	80.15%	19.85%	0.71	1.07%
Wintle Acute Ward Ox Adults	102.00%	72.54%	29.46%	73.65%	26.35%	0.80	7.56%
Woodlands - Lsu	111.20%	75.13%	36.07%	88.66%	11.34%	0.30	18.42%

CQC Domain – Are services well led?  
Safe staffing Community Hospitals

Ward Name/Hospital	Code 1		Code 2		Code 3		Code 4		Code 5	
	Hours	Exceptions	Hours	Exceptions	Hours	Exceptions	Hours	Exceptions	Hours	Exceptions
Abbey, Abingdon Hospital										
Bicester										
City										
Didcot										
Linfoot, Witney Hospital										
OSRU, Abingdon Hospital										
Wallingford										
Wenrisc, Witney Hospital										

**Definitions of Exceptions**

- Code 1 Min staff numbers met - skill mix non-compliant but met needs of patients
- Code 2 Min staff numbers not compliant but met needs of patients e.g. low bed occupancy
- Code 3 Min staff numbers met - skill mix non-compliant and did not meet needs of patients
- Code 4 Min staff numbers not compliant did not meet needs of patients
- Code 5 Other

PHYSICAL HEALTH - QUALIFIED			Temporary Staffing			Vacancies	Sickness
Ward	Average Fill Rate	In-Post	Total	Bank	Agency		
Abbey Ward	116.00%	106.10%	9.90%	17.56%	82.44%	-4.53	15.54%
Bicester Hospital - Wards Gen	123.60%	122.62%	0.98%	29.82%	70.18%	-3.83	4.00%
City Hospital - Wards	123.60%	68.09%	55.51%	16.04%	83.96%	0.96	7.98%
Didcot - Wards General	122.40%	52.39%	70.01%	23.02%	76.98%	2.79	5.24%
Witney - Linfoot Ward	124.00%	61.65%	62.35%	31.82%	68.18%	2.49	11.33%
Oxfordshire Stroke Rehab Unit	119.60%	88.92%	30.68%	25.00%	75.00%	-2.01	0.35%
Wallingford - St Leonards	144.40%	102.58%	41.82%	10.00%	90.00%	-2.98	12.47%
Witney - Wenrisc Ward	116.00%	95.79%	20.21%	45.24%	54.76%	-3.48	12.88%

PHYSICAL HEALTH - UNQUALIFIED			Temporary Staffing				
Ward	Average Fill Rate	In-Post	Total	Bank	Agency	Vacancies	Sickness
Abbey Ward							
Bicester Hospital - Wards Gen	92.40%	69.24%	23.16%	68.75%	31.25%	1.16	11.47%
City Hospital - Wards	102.80%	75.09%	27.71%	65.48%	34.52%	0.33	0.11%
Didcot - Wards General	95.60%	87.11%	8.49%	38.98%	61.02%	-1.74	11.49%
Witney - Linfoot Ward	106.00%	81.58%	24.42%	75.00%	25.00%	-1.00	10.99%
Oxfordshire Stroke Rehab Unit	99.60%	94.38%	5.22%	82.67%	17.33%	-3.99	5.57%
Wallingford - St Leonards	103.20%	89.37%	13.83%	38.82%	61.18%	-2.13	13.21%
Witney - Wenrisc Ward	107.60%	81.13%	26.47%	89.29%	10.71%	-1.00	11.49%

\* N.B.

- As set out above, several data quality issues have been identified, these will be explored, and a reviewed report will be available to board in June.
- Future iterations of this report will separate day and night shifts inline with safer staffing data protocols.
- Inpatient clinical staff will be engaged to support safer staffing coding exceptions as reported in table above.

# International Nurse Recruitment

Cohort	Month	Qualification	Interviews	Offered	Arrived in UK	OSCE dates	To arrive	Expected arrival	OSCE dates	
	1 Dec-Jan 21	RN		19	12	19/05/2021 14/06/2021	10	2	29/04/2021	14/06/2021
	2 March-April 21	RN		18	7	0 N/A		7	Mid June 21	13/09/2021
	2 March-April 21	RMN		10	10	0 N/A		10	Mid June 21	13/09/2021

Service	Vacancies	Offered	Vacancy reduction	Average monthly qualified agency saving	Average yearly qualified agency saving
Community Hospitals	32	19	59%	£80,830.00	£969,960
Forensic Wards	27	10	37%	£42,542.00	£510,504

# HCSW programme

- Virtual hiring events in partnership with Indeed
- Events took place from December 2020 to March 2021
- Focused on Oxford mental health inpatient units

Interviewed	Offered	Accepted offer	Pre-employment check stage
73	40	18	17

Vacancies	Offered	Vacancy reduction	Average monthly HCA saving	Yearly HCA saving
21	18	86%	£41,254.25	£495,051.00