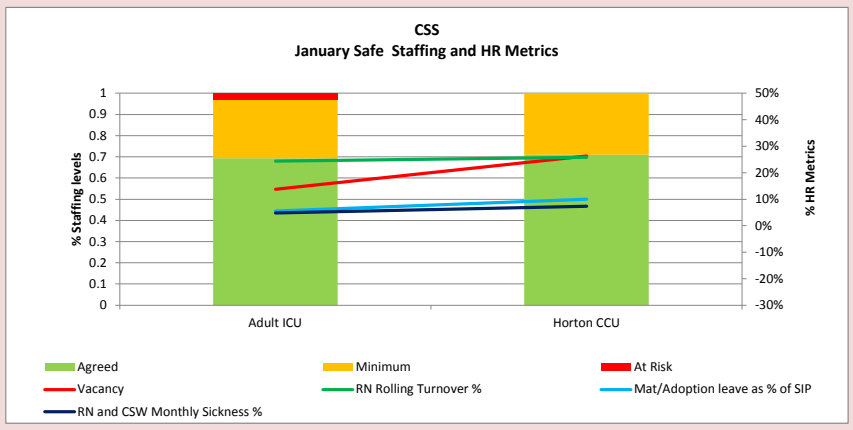
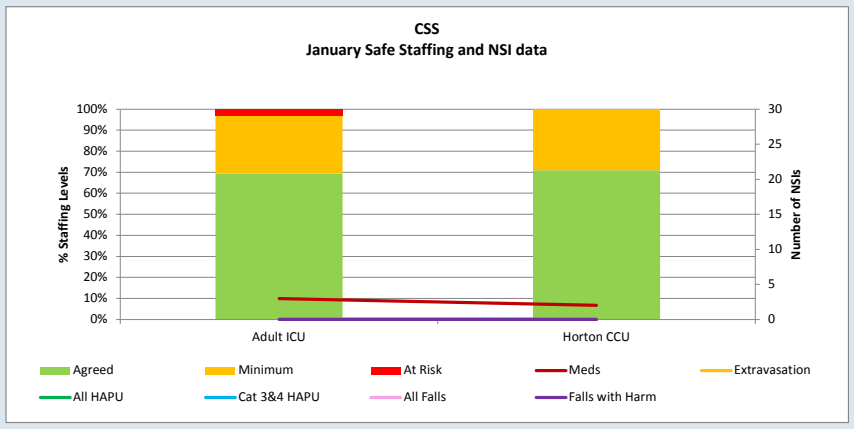
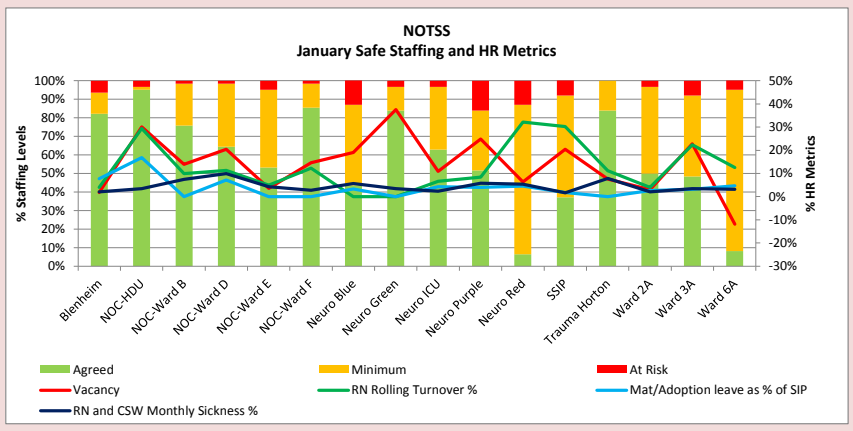
Appendix 3

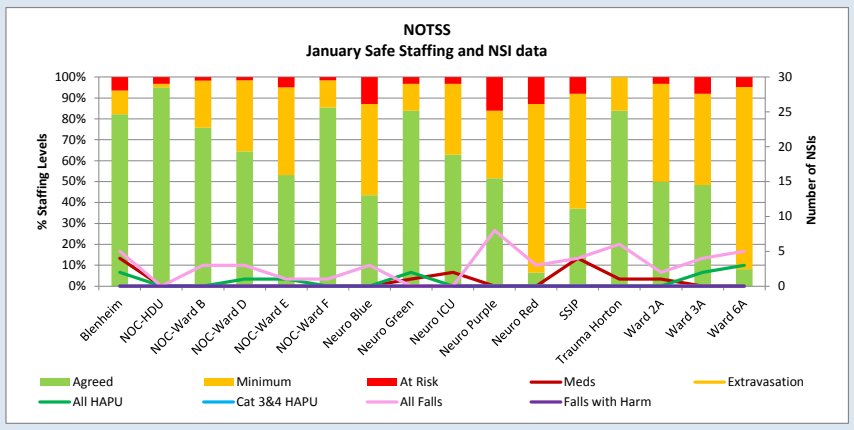
Triangulation of Safe Staffing against HR metrics and Nurse Sensitive Indicators

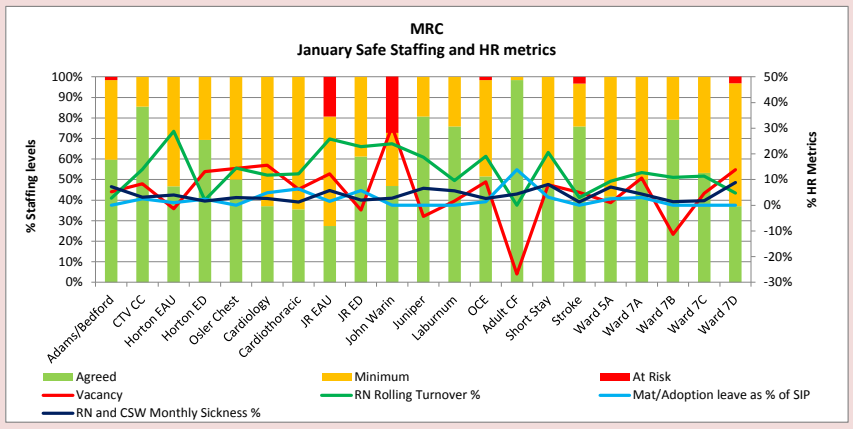
Oxford University Hospitals NHS Foundation Trust

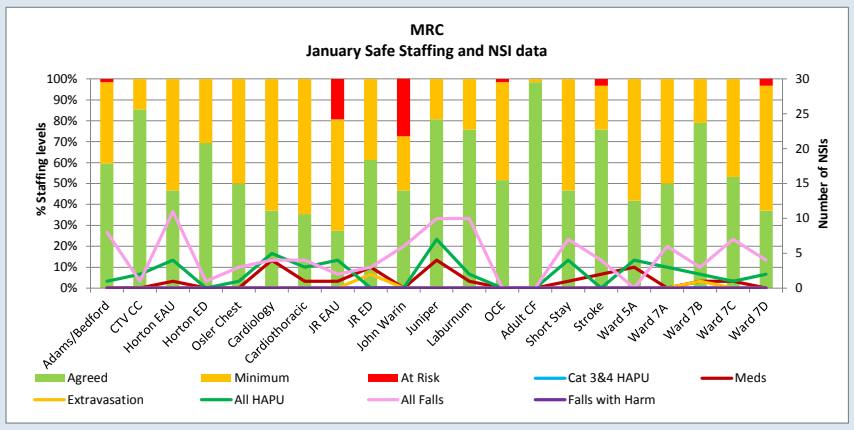


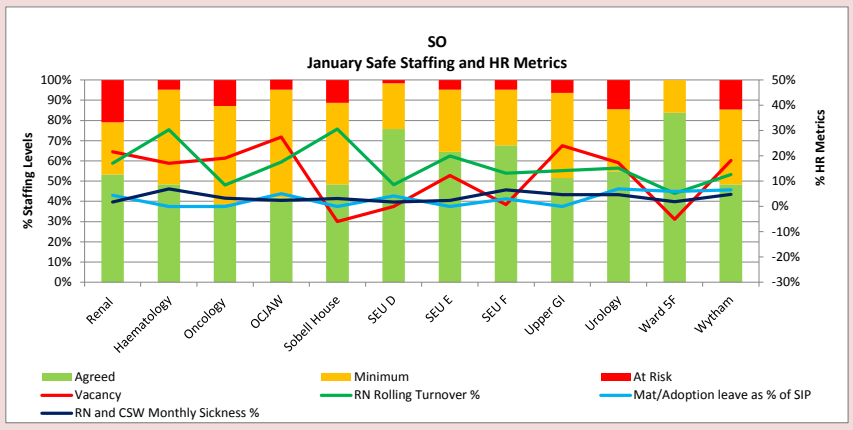


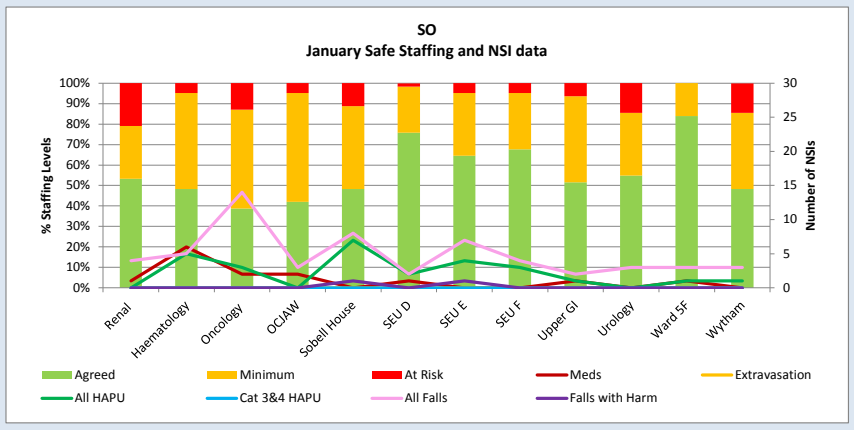


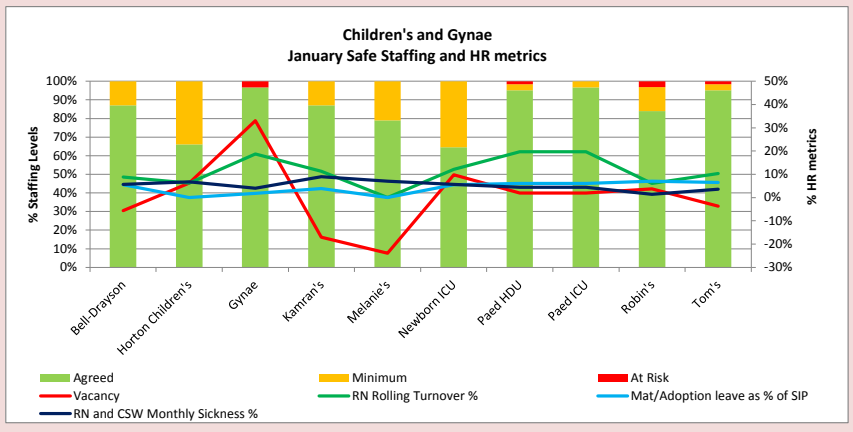


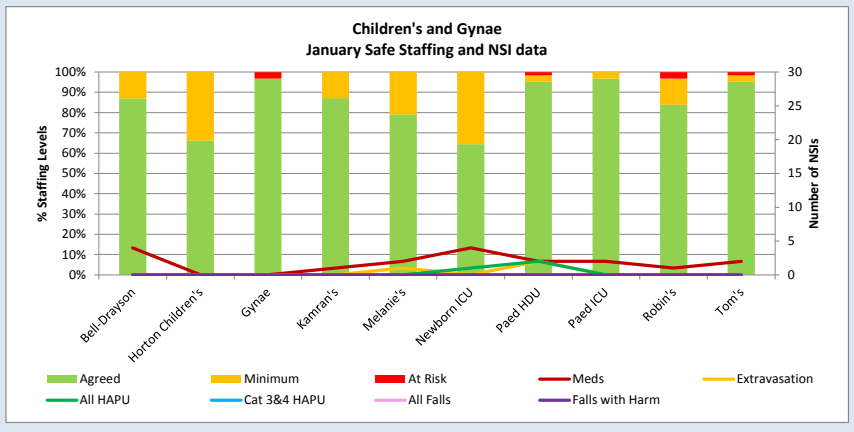


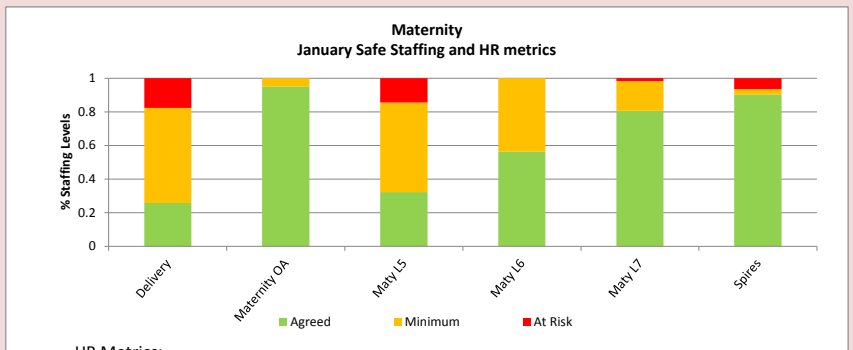
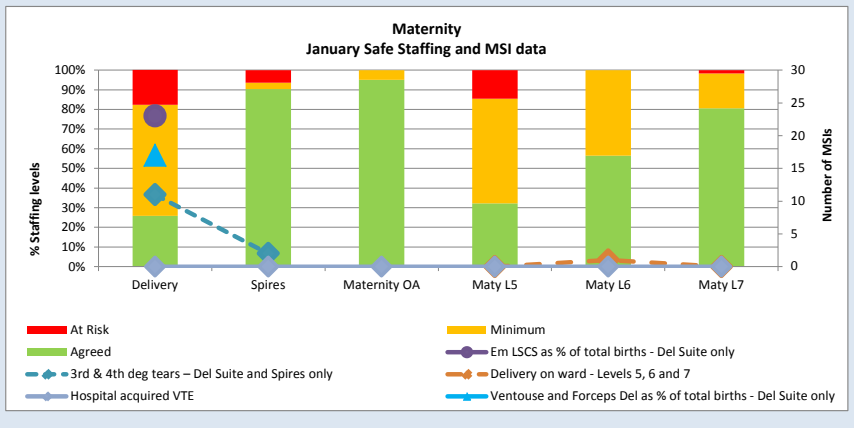












HR Metrics:
Vacancy - 3.6%; RN Rolling Turnover % - 13.19%; Mat/Adoption leave as % of SIP - 2.07%;
RN and CSW Monthly Sickness % - 6.1%