

# Open and Honest Care in your Local Hospital



## Safe Staffing



Report for:  
**The Christie**  
**NHS Foundation Trust**  
Feb-15

# Open and Honest Care at The Christie NHS Foundation Trust:

## Safe Staffing Report - February 2015

The Christie specialises in cancer treatment, research and education and is the largest cancer centre in Europe. Treating 44,000 patients a year from across the UK, it became the first UK centre to be officially accredited as a comprehensive cancer centre and has its own dedicated hospital charity. The Christie employs 2,750 staff, all of whom are determined to provide the best possible cancer care and patient experience. Our organisation is committed to improving quality and delivering safe, effective and personal care, within a culture of learning and continuous service improvement.

### Getting the right staff with the right skills to care for our patients all the time is our priority

This report is based on information from **February 2015**. The information is presented in three key categories: planned vs actual staffing, hospital overview, breakdown by ward and any actions taken. This information is complimented by the bed occupancy of the Trust which enables the senior nurse to make informed decisions on where to place a patient based on patient acuity, clinical speciality and ward staffing levels.

**NB:** This report should be read in conjunction with the Open and Honest Care - Patient Harms Report for the corresponding month.

## Staffing levels

### Planned vs Actual Hospital Overview

**Planned** staff means the number of staff, both registered nurses and care staff, required for each shift identified within the current funded establishment.

**Actual** staff means the number of staff, both registered nurses and care staff, in attendance for each shift

		DAY	NIGHT
		Hours	Hours
Registered Nurses	Total monthly PLANNED	15836.5	9906.5
	Total monthly ACTUAL	15465.5	9550
	Average Fill Rate %	97.7%	96.4%
Care Staff	Total monthly PLANNED	6434.5	2621.25
	Total monthly ACTUAL	6124.5	2663.25
	Average Fill Rate %	95.2%	101.6%
ALL Staff	Total monthly PLANNED	22271	12527.75
	Total monthly ACTUAL	21590	12213.25
	Average Fill Rate %	96.9%	97.5%

## Breakdown per ward

### Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1621.5	1538.5	94.9%	1374.75	1410	102.6%
Admissions Unit	2219	2141.5	96.5%	1012.5	1000	98.8%
Palatine Trt Centre	3048.5	2990	98.1%	2337.5	2087.5	89.3%
10 Ward-Surg Onc Unit	932.5	906	97.2%	658	658	100.0%
11 Ward	1970.5	1935.5	98.2%	1198.5	1104.5	92.2%
12 Ward	2127	2103	98.9%	1257.25	1233.75	98.1%
03 Ward	1413	1405	99.4%	893	881.25	98.7%
04 Ward	2504.5	2446	97.7%	1175	1175	100.0%
<b>TOTAL</b>	<b>15836.5</b>	<b>15465.5</b>	<b>97.7%</b>	<b>9906.5</b>	<b>9550</b>	<b>96.4%</b>

### Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	0	0	0.0%	0	0	0.0%
Admissions Unit	862	814	94.4%	437.5	437.5	100.0%
Palatine Trt Centre	858	741	86.4%	362.5	475	131.0%
10 Ward-Surg Onc Unit	803	733	91.3%	340.75	305.5	89.7%
11 Ward	1071.5	1063.5	99.3%	293.75	293.75	100.0%
12 Ward	954.5	946.5	99.2%	329	329	100.0%
03 Ward	710.5	683.5	96.2%	340.75	317.25	93.1%
04 Ward	1175	1143	97.3%	517	505.25	97.7%
<b>TOTAL</b>	<b>6434.5</b>	<b>6124.5</b>	<b>95.2%</b>	<b>2621.25</b>	<b>2663.25</b>	<b>101.6%</b>

## Action taken

Throughout February 97.0% of the required hours were filled with the planned numbers of registered nurses and care staff.

Where the actual staff numbers were less than the planned staff numbers the ward team followed an agreed escalation process based on the acuity and dependency of care required and a review of the bed occupancy. This has included using the hospital bank to support the patient acuity levels. There are daily planned staffing reviews as well as a review of the hospitals activity.

During this month the ward leaders and Matrons did not escalate any staffing issues to the Director of Nursing & Quality. Where actual staffing numbers were less than planned the staff followed an agreed escalation process based on the acuity and dependency of care required.