

# Open and Honest Care in your Local Hospital



## Safe Staffing



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

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

## Safe Staffing Report - March 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 **March 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	17050.5	10723.5
	Total monthly ACTUAL	16672.5	10484.75
	Average Fill Rate %	97.8%	97.8%
Care Staff	Total monthly PLANNED	6941.5	2725.5
	Total monthly ACTUAL	6695.5	2727
	Average Fill Rate %	96.5%	100.1%
ALL Staff	Total monthly PLANNED	23992	13449
	Total monthly ACTUAL	23368	13211.75
	Average Fill Rate %	97.4%	98.2%

## Breakdown per ward

### Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1877	1857	98.9%	1574.5	1586.25	100.7%
Admissions Unit	2437	2335.5	95.8%	1162.5	1150	98.9%
Palatine Trt Centre	2801.5	2697.5	96.3%	1900	1850	97.4%
10 Ward-Surg Onc Unit	1068.5	999	93.5%	763.75	752	98.5%
11 Ward	2249	2211.5	98.3%	1457	1351.25	92.7%
12 Ward	2340	2324	99.3%	1257.25	1233.75	98.1%
03 Ward	1497	1497	100.0%	1092.75	1081	98.9%
04 Ward	2780.5	2751	98.9%	1515.75	1480.5	97.7%
<b>TOTAL</b>	<b>17050.5</b>	<b>16672.5</b>	<b>97.8%</b>	<b>10723.5</b>	<b>10484.75</b>	<b>97.8%</b>

### Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	16	21	0.0%	0	0	0.0%
Admissions Unit	930	866	93.1%	362.5	375	103.4%
Palatine Trt Centre	747.5	702	93.9%	412.5	425	103.0%
10 Ward-Surg Onc Unit	855	825.5	96.5%	364.25	364.25	100.0%
11 Ward	1258.5	1186.5	94.3%	376	387.75	103.1%
12 Ward	1058.5	1042.5	98.5%	317.25	317.25	100.0%
03 Ward	799	799	100.0%	352.5	352.5	100.0%
04 Ward	1277	1253	98.1%	540.5	505.25	93.5%
<b>TOTAL</b>	<b>6941.5</b>	<b>6695.5</b>	<b>96.5%</b>	<b>2725.5</b>	<b>2727</b>	<b>100.1%</b>

## Action taken

Throughout March 97.7% 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.