

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

Aug-14

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - August 2014

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 **August** 2014. 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 | 15738 | 9323 |
| | Total monthly ACTUAL | 14331.5 | 8793 |
| | Average Fill Rate % | 91.1% | 94.3% |
| Care Staff | Total monthly PLANNED | 6190 | 2429.5 |
| | Total monthly ACTUAL | 5570 | 1999.5 |
| | Average Fill Rate % | 90.0% | 82.3% |
| ALL Staff | Total monthly PLANNED | 21928 | 11752.5 |
| | Total monthly ACTUAL | 19901.5 | 10792.5 |
| | Average Fill Rate % | 90.8% | 91.8% |

Breakdown per ward

Registered Nurses

| | DAY | | | NIGHT | | |
|-----------------------|---------------|----------------|--------------|---------------|--------------|--------------|
| | Hours Planned | Hours Actual | % Fill Rate | Hours Planned | Hours Actual | % Fill Rate |
| Critical Care Unit | 1425.5 | 1386.5 | 97.3% | 1196 | 1311 | 109.6% |
| Admissions Unit | 1950 | 1917.5 | 98.3% | 892.25 | 956.75 | 107.2% |
| 10 Ward-Surg Onc Unit | 1785 | 1672.5 | 93.7% | 1279.25 | 1225.5 | 95.8% |
| 11 Ward | 2177.5 | 2027.5 | 93.1% | 1333 | 1085.75 | 81.5% |
| 12 Ward | 2185 | 2045 | 93.6% | 1300.75 | 1139.5 | 87.6% |
| 04 Ward | 2487.5 | 2255 | 90.7% | 1107.25 | 1096.5 | 99.0% |
| Palatine Trt Centre | 3727.5 | 3027.5 | 81.2% | 2214.5 | 1978 | 89.3% |
| TOTAL | 15738 | 14331.5 | 91.1% | 9323 | 8793 | 94.3% |

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 | 832.5 | 755 | 90.7% | 397.75 | 311.75 | 78.4% |
| 10 Ward-Surg Onc Unit | 1255 | 1200 | 95.6% | 397.75 | 387 | 97.3% |
| 11 Ward | 785 | 712.5 | 90.8% | 333.25 | 311.75 | 93.5% |
| 12 Ward | 972.5 | 922.5 | 94.9% | 333.25 | 322.5 | 96.8% |
| 04 Ward | 1422.5 | 1257.5 | 88.4% | 634.25 | 623.5 | 98.3% |
| Palatine Trt Centre | 922.5 | 722.5 | 78.3% | 333.25 | 43 | 12.9%* |
| TOTAL | 6190 | 5570 | 90.0% | 2429.5 | 1999.5 | 82.3% |

* In June 2014 the Haematology & Transplant Unit and Young Oncology Unit merged to form the Palatine Treatment Ward. Following a review of staffing the role of health care support worker for night duty is gradually being introduced.

Action taken

Throughout August 91.1% 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.