

# Open and Honest Care in your Local Hospital



## Safe Staffing



Report for:  
**The Christie**  
**NHS Foundation Trust**  
Jul-14

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

## Safe Staffing Report - July 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 **July** 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	15853	9115.25
	Total monthly ACTUAL	14196.5	8504
	Average Fill Rate %	89.6%	93.3%
Care Staff	Total monthly PLANNED	6104.5	1999.5
	Total monthly ACTUAL	5877.5	1978
	Average Fill Rate %	96.3%	98.9%
ALL Staff	Total monthly PLANNED	21957.5	11114.75
	Total monthly ACTUAL	20074	10482
	Average Fill Rate %	91.4%	94.3%

## Breakdown per ward

### Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1123	1114	99.2%	977.5	1000.5	102.4%
Admissions Unit	2240	2047.5	91.4%	999.75	989	98.9%
10 Ward-Surg Onc Unit	1960	1812.5	92.5%	1225.5	1150.25	93.9%
11 Ward	2105	1917.5	91.1%	1290	1182.5	91.7%
12 Ward	2162.5	1955	90.4%	1322.25	1204	91.1%
04 Ward	2430	2377.5	97.8%	1053.5	1128.75	107.1%
Palatine Trt Centre	3832.5	2972.5	77.6%	2246.75	1849	82.3%
<b>TOTAL</b>	<b>15853</b>	<b>14196.5</b>	<b>89.6%</b>	<b>9115.25</b>	<b>8504</b>	<b>93.3%</b>

### Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	92	0	n/a	0	0	n/a
Admissions Unit	995	975	98.0%	408.5	344	84.2%
10 Ward-Surg Onc Unit	1197.5	1067.5	89.1%	387	408.5	105.6%
11 Ward	795	767.5	96.5%	344	322.5	93.8%
12 Ward	940	897.5	95.5%	333.25	322.5	96.8%
04 Ward	1155	1320	114.3%	516	526.75	102.1%
Palatine Trt Centre	2246.75	1849	82.3%	10.75	53.75	500.0%
<b>TOTAL</b>	<b>7421.25</b>	<b>6876.5</b>	<b>92.7%</b>	<b>1999.5</b>	<b>1978</b>	<b>98.9%</b>

## Action taken

Throughout July 92.4% 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.