

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:
The Christie
NHS Foundation Trust
May-14

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - May 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 **May** 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	17243	11225
	Total monthly ACTUAL	16553	10713
	Average Fill Rate %	96.0%	95.4%
Care Staff	Total monthly PLANNED	5572.5	2200
	Total monthly ACTUAL	5310	2175
	Average Fill Rate %	95.3%	98.9%
ALL Staff	Total monthly PLANNED	22815.5	13425
	Total monthly ACTUAL	21863	12888
	Average Fill Rate %	95.8%	96.0%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1942.5	1747.5	90.0%	1562.5	1362.5	87.2%
HTU	2392.5	2355	98.4%	1575	1550	98.4%
Admissions Unit	2152.5	2062.5	95.8%	1212.5	1200	99.0%
10 Ward-Surg Onc Unit	2145	1965	91.6%	1412.5	1325	93.8%
11 Ward	2370	2287.5	96.5%	1550	1450	93.5%
12 Ward	2400	2377.5	99.1%	1612.5	1562.5	96.9%
04 Ward	2857.5	2775	97.1%	1525	1487.5	97.5%
Young Oncology Unit	982.5	982.5	100.0%	775	775	100.0%
TOTAL	17242.5	16552.5	96.0%	11225	10712.5	95.4%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	0	0	n/a	0	0	n/a
HTU	735	712.5	96.9%	125	125	100.0%
Admissions Unit	712.5	637.5	89.5%	350	350	100.0%
10 Ward-Surg Onc Unit	1237.5	1140	92.1%	400	362.5	90.6%
11 Ward	697.5	660	94.6%	325	325	100.0%
12 Ward	832.5	840	100.9%	425	437.5	102.9%
04 Ward	982.5	945	96.2%	525	525	100.0%
Young Oncology Unit	375	375	100.0%	50	50	100.0%
TOTAL	5572.5	5310	95.3%	2200	2175	98.9%

Action taken

Throughout May 96% 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.