

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:
The Christie
NHS Foundation Trust
Sep-14

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - September 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 **September** 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	15391.5	9240.75
	Total monthly ACTUAL	14509	8882.75
	Average Fill Rate %	94.3%	96.1%
Care Staff	Total monthly PLANNED	5785	2881
	Total monthly ACTUAL	5592.5	2504.75
	Average Fill Rate %	96.7%	86.9%
ALL Staff	Total monthly PLANNED	21176.5	12121.75
	Total monthly ACTUAL	20101.5	11387.5
	Average Fill Rate %	94.9%	93.9%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1346.5	1321.5	98.1%	1253.5	1368.5	109.2%
Admissions Unit	2190	1980	90.4%	967.5	913.75	94.4%
10 Ward-Surg Onc Unit	2102.5	1955	93.0%	1290	1236.25	95.8%
11 Ward	2052.5	1957.5	95.4%	1290	1182.5	91.7%
12 Ward	2072.5	1950	94.1%	1290	1204	93.3%
04 Ward	2595	2432.5	93.7%	1171.75	1064.25	90.8%
Palatine Trt Centre	3032.5	2912.5	96.0%	1978	1913.5	96.7%
TOTAL	15391.5	14509	94.3%	9240.75	8882.75	96.1%

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	810	737.5	91.0%	451.5	333.25	73.8%
10 Ward-Surg Onc Unit	1080	1062.5	98.4%	720.25	688	95.5%
11 Ward	800	815	101.9%	430	419.25	97.5%
12 Ward	930	910	97.8%	354.75	333.25	93.9%
04 Ward	1150	1272.5	110.7%	483.75	462.25	95.6%
Palatine Trt Centre	1015	795	78.3%	440.75	268.75	61.0%
TOTAL	5785	5592.5	96.7%	2881	2504.75	86.9%

Action taken

Throughout September 94.6% 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.