

# Open and Honest Care in your Local Hospital



## Safe Staffing



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

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

## Safe Staffing Report - October 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 **October** 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	16792	9781.25
	Total monthly ACTUAL	15909.5	9574.75
	Average Fill Rate %	94.7%	97.9%
Care Staff	Total monthly PLANNED	6775	2655.25
	Total monthly ACTUAL	6317.5	2547.75
	Average Fill Rate %	93.2%	96.0%
ALL Staff	Total monthly PLANNED	23567	12436.5
	Total monthly ACTUAL	22227	12122.5
	Average Fill Rate %	94.3%	97.5%

## Breakdown per ward

### Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1512	1402	92.7%	1299.5	1368.5	105.3%
Admissions Unit	2400	2277.5	94.9%	999.75	999.75	100.0%
10 Ward-Surg Onc Unit	2037.5	1917.5	94.1%	1333	1236.25	92.7%
11 Ward	2040	1960	96.1%	1333	1261.75	94.7%
12 Ward	2255	2197.5	97.5%	1322.25	1322.25	100.0%
04 Ward	2670	2390	89.5%	1182.5	1150.25	97.3%
Palatine Trt Centre	3317.5	3262.5	98.3%	2064	2031.75	98.4%
03 Ward	560	502.5	89.7%	247.25	204.25	82.6%
<b>TOTAL</b>	<b>16792</b>	<b>15909.5</b>	<b>94.7%</b>	<b>9781.25</b>	<b>9574.75</b>	<b>97.9%</b>

### 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	872.5	850	97.4%	387	354.75	91.7%
10 Ward-Surg Onc Unit	1425	1222.5	85.8%	430	322.5	75.0%
11 Ward	995	1012.5	101.8%	344	462.25	134.4%
12 Ward	912.5	905	99.2%	333.25	333.25	100.0%
04 Ward	1315	1217.5	92.6%	548.25	505.25	92.2%
Palatine Trt Centre	1045	992.5	95.0%	430	419.25	97.5%
03 Ward	210	117.5	56.0%	182.75	150.5	82.4%
<b>TOTAL</b>	<b>6775</b>	<b>6317.5</b>	<b>93.2%</b>	<b>2655.25</b>	<b>2547.75</b>	<b>96.0%</b>

## Action taken

Throughout October 95.4% 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.

During this month the ward leaders and Matron's did not escalate any staffing issues to the Director of Nursing & Quality, the staffing levels met the acuity requirements of the patients. Where the numbers are lower percentages on ward 3 (surgical short case unit) and ward 10 Surgical Oncology unit the staffing levels were appropriate based on bed occupancy and patient dependency.