

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

Apr-15

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - April 2015

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 **April 2015**. 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	17062	10785.5
	Total monthly ACTUAL	16762	10654
	Average Fill Rate %	98.2%	98.8%
Care Staff	Total monthly PLANNED	6918.5	2876.25
	Total monthly ACTUAL	6852	2841
	Average Fill Rate %	99.0%	98.8%
ALL Staff	Total monthly PLANNED	23980.5	13661.75
	Total monthly ACTUAL	23614	13495
	Average Fill Rate %	98.5%	98.8%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1824	1819.5	99.8%	1703.75	1680.25	98.6%
Admissions Unit	2402.5	2306.5	96.0%	1087.5	1062.5	97.7%
Palatine Trt Centre	3211	3113.5	97.0%	2225	2212.5	99.4%
10 Ward-Surg Onc Unit	1106.5	1095.5	99.0%	705	705	100.0%
11 Ward	2108.5	2049.5	97.2%	1386.5	1374.75	99.2%
12 Ward	2284	2268	99.3%	1280.75	1257.25	98.2%
03 Ward	1477	1477	100.0%	963.5	928.25	96.3%
04 Ward	2648.5	2632.5	99.4%	1433.5	1433.5	100.0%
TOTAL	17062	16762	98.2%	10785.5	10654	98.8%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	91	91	100.0%	0	0	0.0%
Admissions Unit	892.5	884.5	99.1%	462.5	462.5	100.0%
Palatine Trt Centre	825.5	812.5	98.4%	475	475	100.0%
10 Ward-Surg Onc Unit	906.5	885	97.6%	340.75	305.5	89.7%
11 Ward	1051	1035	98.5%	352.5	352.5	100.0%
12 Ward	1163	1155	99.3%	340.75	340.75	100.0%
03 Ward	761	761	100.0%	352.5	352.5	100.0%
04 Ward	1228	1228	100.0%	552.25	552.25	100.0%
TOTAL	6918.5	6852	99.0%	2876.25	2841	98.8%

Action taken

Throughout April 98.6% 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.

During this month the ward leaders and Matrons did not escalate any staffing issues to the Director of Nursing & Quality. Where actual staffing numbers were less than planned the staff followed an agreed escalation process based on the acuity and dependency of care required.