

## Open and Honest Care in your Local Hospital



## Safe Staffing



Report for:

**The Christie**

**NHS Foundation Trust**

Aug-15

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

## Safe Staffing Report - August 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 August 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	16966.5	10752
	Total monthly ACTUAL	16382	10224.5
	Average Fill Rate %	96.6%	95.1%
Care Staff	Total monthly PLANNED	7012.5	3113
	Total monthly ACTUAL	6756	2999
	Average Fill Rate %	96.3%	96.3%
ALL Staff	Total monthly PLANNED	23979	13865
	Total monthly ACTUAL	23138	13223.5
	Average Fill Rate %	96.5%	95.4%

## Breakdown per ward

### Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1761.5	1668.5	94.7%	1492.25	1421.75	95.3%
Admissions Unit	2437	2394.5	98.3%	1150	1137.5	98.9%
Palatine Trt Centre	3367	3126.5	92.9%	2387.5	2225	93.2%
10 Ward-Surg Onc Unit	1499.5	1499.5	100.0%	1022.25	987	96.6%
11 Ward	2093	2009.5	96.0%	1339.5	1245.5	93.0%
12 Ward	2277.5	2269.5	99.6%	1257.25	1210.25	96.3%
03 Ward	1009.5	1001.5	99.2%	705	705	100.0%
04 Ward	2521.5	2412.5	95.7%	1398.25	1292.5	92.4%
<b>TOTAL</b>	<b>16966.5</b>	<b>16382</b>	<b>96.6%</b>	<b>10752</b>	<b>10224.5</b>	<b>95.1%</b>

### Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	30	30	100.0%	0	0	0.0%
Admissions Unit	920.5	920.5	100.0%	500	500	100.0%
Palatine Trt Centre	942.5	871	92.4%	662.5	525	79.2%
10 Ward-Surg Onc Unit	1195	1154.5	96.6%	364.25	364.25	100.0%
11 Ward	961	934	97.2%	340.75	376	110.3%
12 Ward	1229	1149	93.5%	364.25	352.5	96.8%
03 Ward	537	523.5	97.5%	352.5	352.5	100.0%
04 Ward	1197.5	1173.5	98.0%	528.75	528.75	100.0%
<b>TOTAL</b>	<b>7012.5</b>	<b>6756</b>	<b>96.3%</b>	<b>3113</b>	<b>2999</b>	<b>96.3%</b>

## Action taken

Throughout August 96.1% 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.