

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

Jun-15

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - June 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 June 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	15994.5	10008
	Total monthly ACTUAL	15498	9766.25
	Average Fill Rate %	96.9%	97.6%
Care Staff	Total monthly PLANNED	6367.5	2636.5
	Total monthly ACTUAL	6232.5	2561.5
	Average Fill Rate %	97.9%	97.2%
ALL Staff	Total monthly PLANNED	22362	12644.5
	Total monthly ACTUAL	21730.5	12327.75
	Average Fill Rate %	97.2%	97.5%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1718.5	1497.5	87.1%	1351.25	1292.5	95.7%
Admissions Unit	1518	1486	97.9%	675	675	100.0%
Palatine Trt Centre	3152.5	3016	95.7%	2212.5	2100	94.9%
10 Ward-Surg Onc Unit	1262.5	1262.5	100.0%	775.5	775.5	100.0%
11 Ward	2155	2125.5	98.6%	1374.75	1304.25	94.9%
12 Ward	2298.5	2234.5	97.2%	1316	1316	100.0%
03 Ward	1241	1227.5	98.9%	857.75	857.75	100.0%
04 Ward	2648.5	2648.5	100.0%	1445.25	1445.25	100.0%
TOTAL	15994.5	15498	96.9%	10008	9766.25	97.6%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	55	55	100.0%	0	0	0.0%
Admissions Unit	560	552	98.6%	212.5	212.5	100.0%
Palatine Trt Centre	838.5	741	88.4%	450	375	83.3%
10 Ward-Surg Onc Unit	948	934.5	98.6%	387.75	387.75	100.0%
11 Ward	925.5	925.5	100.0%	352.5	352.5	100.0%
12 Ward	1117.5	1117.5	100.0%	352.5	352.5	100.0%
03 Ward	660	660	100.0%	352.5	352.5	100.0%
04 Ward	1263	1247	98.7%	528.75	528.75	100.0%
TOTAL	6367.5	6232.5	97.9%	2636.5	2561.5	97.2%

Action taken

Throughout June 97% 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.