

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

May-15

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - May 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 May 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	16517.5	10416.5
	Total monthly ACTUAL	16233.5	10083
	Average Fill Rate %	98.3%	96.8%
Care Staff	Total monthly PLANNED	6439	2797.5
	Total monthly ACTUAL	6240.5	2690.25
	Average Fill Rate %	96.9%	96.2%
ALL Staff	Total monthly PLANNED	22956.5	13214
	Total monthly ACTUAL	22474	12773.25
	Average Fill Rate %	97.9%	96.7%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1776.5	1706	96.0%	1551	1468.75	94.7%
Admissions Unit	2424.5	2384.5	98.4%	1125	1125	100.0%
Palatine Trt Centre	2808	2743	97.7%	1912.5	1837.5	96.1%
10 Ward-Surg Onc Unit	1055.5	1055.5	100.0%	728.5	728.5	100.0%
11 Ward	2200	2184	99.3%	1445.25	1351.25	93.5%
12 Ward	2276.5	2224	97.7%	1245.5	1175	94.3%
03 Ward	1367.5	1327.5	97.1%	1034	1022.25	98.9%
04 Ward	2609	2609	100.0%	1374.75	1374.75	100.0%
TOTAL	16517.5	16233.5	98.3%	10416.5	10083	96.8%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	50	50	100.0%	0	0	0.0%
Admissions Unit	911	871	95.6%	525	525	100.0%
Palatine Trt Centre	494	481	97.4%	275	250	90.9%
10 Ward-Surg Onc Unit	969	869	89.7%	340.75	270.25	79.3%
11 Ward	1026	1004.5	97.9%	387.75	387.75	100.0%
12 Ward	1227	1211	98.7%	364.25	364.25	100.0%
03 Ward	653	653	100.0%	364.25	364.25	100.0%
04 Ward	1109	1101	99.3%	540.5	528.75	97.8%
TOTAL	6439	6240.5	96.9%	2797.5	2690.25	96.2%

Action taken

Throughout May 97.5% 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.