

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

Oct-15

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - October 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 October 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	15797.5	10523.25
	Total monthly ACTUAL	15369	10153
	Average Fill Rate %	97.3%	96.5%
Care Staff	Total monthly PLANNED	6680	2728
	Total monthly ACTUAL	6417.5	2580.25
	Average Fill Rate %	96.1%	94.6%
ALL Staff	Total monthly PLANNED	22477.5	13251.25
	Total monthly ACTUAL	21786.5	12733.25
	Average Fill Rate %	96.9%	96.1%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1733	1688	97.4%	1527.5	1492.25	97.7%
Admissions Unit	2365.5	2365.5	100.0%	1162.5	1162.5	100.0%
Palatine Trt Centre	3406	3250	95.4%	2450	2350	95.9%
10 Ward-Surg Onc Unit	1505	1470	97.7%	1128	1104.5	97.9%
11 Ward	2135.5	2108.5	98.7%	1410	1339.5	95.0%
12 Ward	1801	1753	97.3%	1069.25	1045.75	97.8%
04 Ward	2088	1970.5	94.4%	1128	1010.5	89.6%
01 Ward	763.5	763.5	100.0%	648	648	100.0%
TOTAL	15797.5	15369	97.3%	10523.25	10153	96.5%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	42.5	42.5	100.0%	0	0	0.0%
Admissions Unit	851	851	100.0%	425	425	100.0%
Palatine Trt Centre	1027	916.5	89.2%	712.5	600	84.2%
10 Ward-Surg Onc Unit	1215	1207	99.3%	352.5	305.5	86.7%
11 Ward	1007	999	99.2%	352.5	364.25	103.3%
12 Ward	991.5	943.5	95.2%	282	282	100.0%
04 Ward	892	812	91.0%	399.5	399.5	100.0%
01 Ward	654	646	98.8%	204	204	100.0%
TOTAL	6680	6417.5	96.1%	2728	2580.25	94.6%

Action taken

Throughout October 96.6% 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.