

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:
The Christie
NHS Foundation Trust
Jan-15

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - January 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 **January 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	17680	10850.75
	Total monthly ACTUAL	17211	10481.75
	Average Fill Rate %	97.3%	96.6%
Care Staff	Total monthly PLANNED	6967.5	2888
	Total monthly ACTUAL	6674.5	2861
	Average Fill Rate %	95.8%	99.1%
ALL Staff	Total monthly PLANNED	24647.5	13738.75
	Total monthly ACTUAL	23885.5	13342.75
	Average Fill Rate %	96.9%	97.1%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1871.5	1909	102.0%	1598	1692	105.9%
Admissions Unit	2497	2481	99.4%	1162.5	1162.5	100.0%
Palatine Trt Centre	3386.5	3321.5	98.1%	2650	2375	89.6%
10 Ward-Surg Onc Unit	1157	1089.5	94.2%	728.5	716.75	98.4%
11 Ward	2335	2198.5	94.2%	1433.5	1327.75	92.6%
12 Ward	2394	2338	97.7%	1269	1233.75	97.2%
03 Ward	1422.5	1337	94.0%	740.25	728.5	98.4%
04 Ward	2616.5	2536.5	96.9%	1269	1245.5	98.1%
TOTAL	17680	17211	97.3%	10850.75	10481.75	96.6%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	0	0	0.0%	0	0	0.0%
Admissions Unit	932.5	919	98.6%	475	475	100.0%
Palatine Trt Centre	923	903.5	97.9%	462.5	600	129.7%
10 Ward-Surg Onc Unit	979	914.5	93.4%	340.75	340.75	100.0%
11 Ward	1157.5	1069.5	92.4%	470	364.25	77.5%
12 Ward	1106.5	1114.5	100.7%	364.25	364.25	100.0%
03 Ward	671	555.5	82.8%	282	235	83.3%
04 Ward	1198	1198	100.0%	493.5	481.75	97.6%
TOTAL	6967.5	6674.5	95.8%	2888	2861	99.1%

Action taken

Throughout January 97.0% 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. Staffing numbers on ward 3 and 10 showed some variance across the month as this was in was the preparation for half of ward 10's staff and patients to be decanted to ward 3 for ward renovation work.