

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

Dec-15

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - December 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 December **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	17217.5	10648.5
	Total monthly ACTUAL	16721	10353
	Average Fill Rate %	97.1%	97.2%
Care Staff	Total monthly PLANNED	7622	2979
	Total monthly ACTUAL	7351	2855.5
	Average Fill Rate %	96.4%	95.9%
ALL Staff	Total monthly PLANNED	24839.5	13627.5
	Total monthly ACTUAL	24072	13208.5
	Average Fill Rate %	96.9%	96.9%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1872	1788	95.5%	1668.5	1562.75	93.7%
Admissions Unit	2404	2350.5	97.8%	1162.5	1137.5	97.8%
Palatine Trt Centre	3243.5	3165.5	97.6%	2025	1975	97.5%
10 Ward-Surg Onc Unit	1797.5	1776	98.8%	1163.25	1142.5	98.2%
11 Ward	2235	2186.5	97.8%	1433.5	1410	98.4%
12 Ward	2219	2163	97.5%	1233.75	1198.5	97.1%
04 Ward	2680.5	2525.5	94.2%	1410	1374.75	97.5%
01 Ward	766	766	100.0%	552	552	100.0%
TOTAL	17217.5	16721	97.1%	10648.5	10353	97.2%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	245.5	220.5	89.8%	0	0	0.0%
Admissions Unit	896.5	808	90.1%	525	525	100.0%
Palatine Trt Centre	1059.5	1001	94.5%	725	625	86.2%
10 Ward-Surg Onc Unit	1230	1200.5	97.6%	387.75	387.75	100.0%
11 Ward	1082	1076.5	99.5%	364.25	364.25	100.0%
12 Ward	1225	1209	98.7%	317.25	317.25	100.0%
04 Ward	1381.5	1333.5	96.5%	575.75	552.25	95.9%
01 Ward	502	502	100.0%	84	84	100.0%
TOTAL	7622	7351	96.4%	2979	2855.5	95.9%

Action taken

Throughout December 96.9% 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.