

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

Mar-16

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - March 2016

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 March **2016**. 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	16120.5	10571
	Total monthly ACTUAL	15784.5	10169
	Average Fill Rate %	97.9%	96.2%
Care Staff	Total monthly PLANNED	6547.5	2560.5
	Total monthly ACTUAL	6237.5	2455.5
	Average Fill Rate %	95.3%	95.9%
ALL Staff	Total monthly PLANNED	22668	13131.5
	Total monthly ACTUAL	22022	12624.5
	Average Fill Rate %	97.2%	96.1%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1985	1935	97.5%	1856.5	1809.5	97.5%
Admissions Unit	3380	3243.5	96.0%	2437.5	2200	90.3%
Palatine Trt Centre	2181	2157	98.9%	1386.5	1374.75	99.2%
10 Ward-Surg Onc Unit	2086.5	2043.5	97.9%	1457	1398.25	96.0%
11 Ward	1444.5	1436.5	99.4%	693.25	681.5	98.3%
12 Ward	1545.5	1479	95.7%	857.75	822.5	95.9%
04 Ward	973	973	100.0%	720	720	100.0%
01 Ward	2525	2517	99.7%	1162.5	1162.5	100.0%
TOTAL	16120.5	15784.5	97.9%	10571	10169	96.2%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	376	343	91.2%	0	0	0.0%
Admissions Unit	1072.5	942.5	87.9%	712.5	725	101.8%
Palatine Trt Centre	1037	1023.5	98.7%	364.25	317.25	87.1%
10 Ward-Surg Onc Unit	1050	1036.5	98.7%	364.25	364.25	100.0%
11 Ward	934	894	95.7%	352.5	340.75	96.7%
12 Ward	675.5	595.5	88.2%	305.5	246.75	80.8%
04 Ward	545	545	100.0%	24	24	100.0%
01 Ward	857.5	857.5	100.0%	437.5	437.5	100.0%
TOTAL	6547.5	6237.5	95.3%	2560.5	2455.5	95.9%

Action taken

Throughout March 96.8% 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.