

## Open and Honest Care in your Local Hospital



## Safe Staffing



Report for:

**The Christie**

**NHS Foundation Trust**

Nov-15

# Open and Honest Care at The Christie NHS Foundation Trust:

## Safe Staffing Report - November 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 November 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	16609.5	10266.25
	Total monthly ACTUAL	16192	9787
	Average Fill Rate %	97.5%	95.3%
Care Staff	Total monthly PLANNED	7767.5	2979.5
	Total monthly ACTUAL	7531.5	2845.75
	Average Fill Rate %	97.0%	95.5%
ALL Staff	Total monthly PLANNED	24377	13245.75
	Total monthly ACTUAL	23723.5	12632.75
	Average Fill Rate %	97.3%	95.4%

## Breakdown per ward

### Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1709.5	1684.5	98.5%	1386.5	1386.5	100.0%
Admissions Unit	2400.5	2296	95.6%	1087.5	1075	98.9%
Palatine Trt Centre	2990	2918.5	97.6%	1937.5	1800	92.9%
10 Ward-Surg Onc Unit	1626	1612.5	99.2%	1128	1116.25	99.0%
11 Ward	2075	2053.5	99.0%	1316	1233.75	93.8%
12 Ward	2275	2211	97.2%	1245.5	1222	98.1%
04 Ward	2616.5	2499	95.5%	1445.25	1245.5	86.2%
01 Ward	917	917	100.0%	720	708	98.3%
<b>TOTAL</b>	<b>16609.5</b>	<b>16192</b>	<b>97.5%</b>	<b>10266.25</b>	<b>9787</b>	<b>95.3%</b>

### Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	286	286	100.0%	70.5	82.25	116.7%
Admissions Unit	965	957	99.2%	437.5	437.5	100.0%
Palatine Trt Centre	975	923	94.7%	587.5	512.5	87.2%
10 Ward-Surg Onc Unit	1284	1268	98.8%	446.5	446.5	100.0%
11 Ward	990	990	100.0%	329	352.5	107.1%
12 Ward	1244.5	1212.5	97.4%	364.25	364.25	100.0%
04 Ward	1203.5	1075.5	89.4%	552.25	458.25	83.0%
01 Ward	819.5	819.5	100.0%	192	192	100.0%
<b>TOTAL</b>	<b>7767.5</b>	<b>7531.5</b>	<b>97.0%</b>	<b>2979.5</b>	<b>2845.75</b>	<b>95.5%</b>

## Action taken

Throughout November 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.