

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:
The Christie
NHS Foundation Trust
Nov-14

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - November 2014

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** 2014. 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	16203.5	9994
	Total monthly ACTUAL	15696.5	9501.75
	Average Fill Rate %	96.9%	95.1%
Care Staff	Total monthly PLANNED	6504.5	2512.75
	Total monthly ACTUAL	6243	2465.75
	Average Fill Rate %	96.0%	98.1%
ALL Staff	Total monthly PLANNED	22708	12506.75
	Total monthly ACTUAL	21939.5	11967.5
	Average Fill Rate %	96.6%	95.7%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1388	1358	97.8%	1045.75	1034	98.9%
Admissions Unit	2281.5	2161.5	94.7%	1125	1125	100.0%
10 Ward-Surg Onc Unit	1767.5	1700.5	96.2%	1245.5	1210.25	97.2%
11 Ward	2124.5	2100.5	98.9%	1551	1304.25	84.1%
12 Ward	2356.5	2338	99.2%	1327.75	1304.25	98.2%
04 Ward	2307.5	2251.5	97.6%	1057.5	1045.75	98.9%
Palatine Trt Centre	3226.5	3064.5	95.0%	2312.5	2137.5	92.4%
03 Ward	751.5	722	96.1%	329	340.75	103.6%
TOTAL	16203.5	15696.5	96.9%	9994	9501.75	95.1%

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	905	889	98.2%	437.5	437.5	100.0%
10 Ward-Surg Onc Unit	1231.5	1075.5	87.3%	364.25	305.5	83.9%
11 Ward	975	932	95.6%	305.5	305.5	100.0%
12 Ward	1088	1096	100.7%	317.25	317.25	100.0%
04 Ward	1151.5	1104	95.9%	446.5	458.25	102.6%
Palatine Trt Centre	862.5	869	100.8%	512.5	512.5	100.0%
03 Ward	291	277.5	95.4%	129.25	129.25	100.0%
TOTAL	6504.5	6243	96.0%	2512.75	2465.75	98.1%

Action taken

Throughout November 96.3% 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.

On ward 10 Surgical Oncology unit the staffing levels were lower than planned but safe based on bed occupancy and patient dependency. On Palatine Treatment Ward, following a review of staffing the role of health care support worker for night duty is gradually being introduced. On ward 11 staffing numbers were lower on three night shifts due to a member of staff going onto long term sick at short notice, care was not affected on these shifts.