

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

Apr-16

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - April 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 **April 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	16351.5	10696.5
	Total monthly ACTUAL	16036.5	10405.5
	Average Fill Rate %	98.1%	97.3%
Care Staff	Total monthly PLANNED	7078	2715.25
	Total monthly ACTUAL	6931	2655.75
	Average Fill Rate %	97.9%	97.8%
ALL Staff	Total monthly PLANNED	23429.5	13411.75
	Total monthly ACTUAL	22967.5	13061.25
	Average Fill Rate %	98.0%	97.4%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	2282	2240	98.2%	1950.5	1927	98.8%
Oncology Assessment Unit	2413	2413	100.0%	1125	1125	100.0%
Palatine Ward	3230.5	3126.5	96.8%	2412.5	2262.5	93.8%
Ward 1	929	929	100.0%	720	720	100.0%
Ward 4	1653.5	1645.5	99.5%	998.75	987	98.8%
Ward 10	2036.5	1974.5	97.0%	1139.75	1081	94.8%
Ward 11	2011.5	1976.5	98.3%	1374.75	1351.25	98.3%
Ward 12	1795.5	1731.5	96.4%	975.25	951.75	97.6%
TOTAL	16351.5	16036.5	98.1%	10696.5	10405.5	97.3%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	561	511	91.1%	58.75	58.75	100.0%
Oncology Assessment Unit	869	853	98.2%	437.5	425	97.1%
Palatine Ward	1105	1085.5	98.2%	750	750	100.0%
Ward 1	626	612.5	97.8%	12	12	100.0%
Ward 4	732.5	714	97.5%	340.75	340.75	100.0%
Ward 10	1117.5	1104	98.8%	446.5	364.25	81.6%
Ward 11	1015	1015	100.0%	352.5	387.75	110.0%
Ward 12	1052	1036	98.5%	317.25	317.25	100.0%
TOTAL	7078	6931	97.9%	2715.25	2655.75	97.8%

Action taken

Throughout April 97.8% 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.