

## Open and Honest Care in your Local Hospital



## Safe Staffing



Report for:

**The Christie**

**NHS Foundation Trust**

May-16

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

## Safe Staffing Report - May 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 May 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	6842.5	2571
	Total monthly ACTUAL	6734	2533.5
	Average Fill Rate %	98.4%	98.5%
Care Staff	Total monthly PLANNED	15602.5	10690
	Total monthly ACTUAL	15258	10530.5
	Average Fill Rate %	97.8%	98.5%
ALL Staff	Total monthly PLANNED	22445	13261
	Total monthly ACTUAL	21992	13064
	Average Fill Rate %	98.0%	98.5%

## Breakdown per ward

### Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	300	287.5	95.8%	0	0	#DIV/0!
Palatine Ward	1020.5	988	96.8%	762.5	725	95.1%
Ward 10	1157	1144.5	98.9%	325	325	100.0%
Ward 11	1129.5	1129.5	100.0%	340.75	364.25	106.9%
Ward 12	1038	1043.5	100.5%	317.25	317.25	100.0%
Ward 4	993	963.5	97.0%	376	352.5	93.8%
Oncology Assessment Unit	786	786	100.0%	437.5	437.5	100.0%
Ward 1	418.5	391.5	93.5%	12	12	100.0%
<b>TOTAL</b>	<b>6842.5</b>	<b>6734</b>	<b>98.4%</b>	<b>2571</b>	<b>2533.5</b>	<b>98.5%</b>

### Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1990	1952.5	98.1%	1850	1800	97.3%
Palatine Ward	2808	2782	99.1%	2062.5	2012.5	97.6%
Ward 10	1739	1693	97.4%	1412.5	1400	99.1%
Ward 11	1901	1823.5	95.9%	1316	1292.5	98.2%
Ward 12	2211	2147	97.1%	1222	1210.25	99.0%
Ward 4	1806	1744.5	96.6%	1081	1069.25	98.9%
Oncology Assessment Unit	2312.5	2280.5	98.6%	1050	1050	100.0%
Ward 1	835	835	100.0%	696	696	100.0%
<b>TOTAL</b>	<b>15602.5</b>	<b>15258</b>	<b>97.8%</b>	<b>10690</b>	<b>10530.5</b>	<b>98.5%</b>

## Action taken

Throughout May 98.2% 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.