

## Open and Honest Care in your Local Hospital



## Safe Staffing



Report for:

**The Christie**

**NHS Foundation Trust**

Jun-16

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

## Safe Staffing Report - June 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 June 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	16446	11118.5
	Total monthly ACTUAL	15907.5	10767.25
	Average Fill Rate %	96.7%	96.8%
Care Staff	Total monthly PLANNED	7467	2812
	Total monthly ACTUAL	7181	2702.75
	Average Fill Rate %	96.2%	96.1%
ALL Staff	Total monthly PLANNED	23913	13930.5
	Total monthly ACTUAL	23088.5	13470
	Average Fill Rate %	96.6%	96.7%

## Breakdown per ward

### Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1955	1905	97.4%	1800	1750	97.2%
Palatine Ward	3360.5	3243.5	96.5%	2337.5	2250	96.3%
Ward 10	1776.5	1764	99.3%	1425	1387.5	97.4%
Ward 11	1953.5	1840.5	94.2%	1398.25	1327.75	95.0%
Ward 12	2157	2141	99.3%	1233.75	1210.25	98.1%
Ward 4	2042.5	1903.5	93.2%	1128	1045.75	92.7%
Oncology Assessment Unit	2360.5	2269.5	96.1%	1100	1100	100.0%
Ward 1	840.5	840.5	100.0%	696	696	100.0%
<b>TOTAL</b>	<b>16446</b>	<b>15907.5</b>	<b>96.7%</b>	<b>11118.5</b>	<b>10767.25</b>	<b>96.8%</b>

### Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	395	387.5	98.1%	0	0	0.0%
Palatine Ward	1105	1053	95.3%	762.5	712.5	93.4%
Ward 10	1190	1132.5	95.2%	375	375	100.0%
Ward 11	1152.5	1160.5	100.7%	399.5	411.25	102.9%
Ward 12	1231.5	1204.5	97.8%	329	305.5	92.9%
Ward 4	967.5	871.5	90.1%	423	376	88.9%
Oncology Assessment Unit	929	886	95.4%	475	462.5	97.4%
Ward 1	496.5	485.5	97.8%	48	60	125.0%
<b>TOTAL</b>	<b>7467</b>	<b>7181</b>	<b>96.2%</b>	<b>2812</b>	<b>2702.75</b>	<b>96.1%</b>

## Action taken

Throughout June 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.