

Open and Honest Care in your Local Hospital



Safe Staffing



Report for:

The Christie

NHS Foundation Trust

Aug-16

Open and Honest Care at The Christie NHS Foundation Trust:

Safe Staffing Report - August 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 August 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	16822.5	11297
	Total monthly ACTUAL	16162	10893.25
	Average Fill Rate %	96.1%	96.4%
Care Staff	Total monthly PLANNED	8184.5	2834.5
	Total monthly ACTUAL	7890.5	2857.25
	Average Fill Rate %	96.4%	100.8%
ALL Staff	Total monthly PLANNED	25007	14131.5
	Total monthly ACTUAL	24052.5	13750.5
	Average Fill Rate %	96.2%	97.3%

Breakdown per ward

Registered Nurses

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	1832.5	1795	98.0%	1725	1687.5	97.8%
Palatine Ward	3146	3016	95.9%	2100	1950	92.9%
Ward 10	1500	1480	98.7%	1312.5	1250	95.2%
Ward 11	2074.5	2023.5	97.5%	1445.25	1398.25	96.7%
Ward 12	2287.5	2263.5	99.0%	1327.75	1269	95.6%
Ward 4	2686	2536.5	94.4%	1504	1480.5	98.4%
Oncology Assessment Unit	2418.5	2256	93.3%	1162.5	1150	98.9%
Ward 1	877.5	791.5	90.2%	720	708	98.3%
TOTAL	16822.5	16162	96.1%	11297	10893.25	96.4%

Care Staff

	DAY			NIGHT		
	Hours Planned	Hours Actual	% Fill Rate	Hours Planned	Hours Actual	% Fill Rate
Critical Care Unit	555	555	100.0%	62.5	62.5	100.0%
Palatine Ward	1066	1007.5	94.5%	662.5	662.5	100.0%
Ward 10	1311.5	1296	98.8%	425	412.5	97.1%
Ward 11	1188.5	1129.5	95.0%	399.5	481.75	120.6%
Ward 12	1250.5	1207.5	96.6%	305.5	282	92.3%
Ward 4	1467.5	1411.5	96.2%	517	493.5	95.5%
Oncology Assessment Unit	889.5	860	96.7%	462.5	462.5	100.0%
Ward 1	456	423.5	92.9%	0	0	0.0%
TOTAL	8184.5	7890.5	96.4%	2834.5	2857.25	100.8%

Action taken

Throughout August 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.