
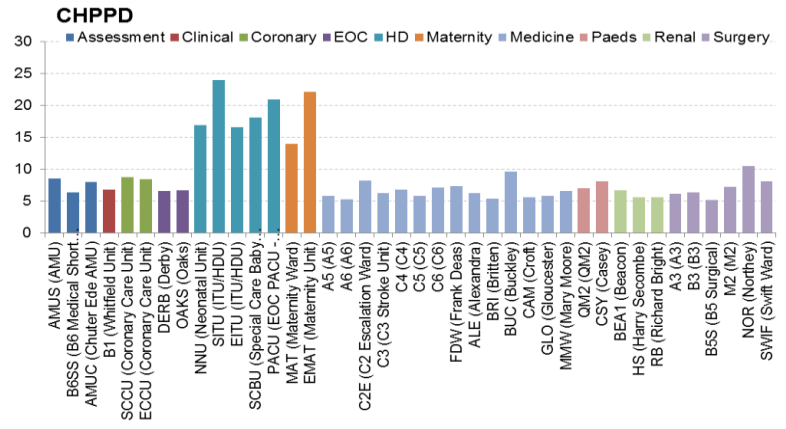




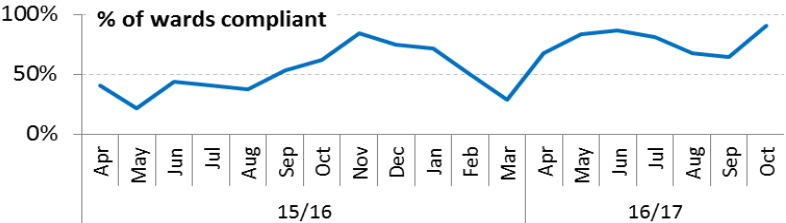


1-4 SAFE domain: Safe Staffing

Measure	Description	Oct-16	Trend and Variation	Comments																																																			
 CHPPD	Care Hours per Patient Day (CHPPD): Actual hours of registered nurses and HCA's divided by total number of patient admissions every 24 hours.	7.8	 <p>CHPPD</p> <p>Legend: Assessment, Clinical, Coronary, EOC, HD, Maternity, Medicine, Paeds, Renal, Surgery</p>	CHPPD: This is the 6th month of monitoring the CHPPD. The level of CHPPD has been consistent with previous months. 3 Ward areas were below 5.5. A6 5.3, B5 5.2, Alex 5.4 Close scrutiny of staff requirements is undertaken by the HON each day to monitor the need for bank or agency staffing. Use of support staff to support the RN workforce continues with areas being filled with HCA staff when RN are not available. This can be seen within the HCA values which are above 120%. There has been significant increase in nursing requirements to provide 1:1 nursing care in areas such as: A5, A6, C4, Britten.																																																			
 Safe Staffing Registered nurses (RNs) Wards	RNs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Day shift: 90% Night shift: 94%																																																					
 Safe Staffing Healthcare assistants (HCAs) Wards	HCAs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Day shift: 102% Night shift: 118%	Areas for highlight as numbers of care staff high: A 5 – HCA 156% to support backfill of RN's. This area had 13 red flags in the month. A 6 – HCA 129% to support backfill of RN's. This area had 14 red flags in the month. B5 and B6 – HCA 140% and 141% . No red flags in month. C5 - HCA 129% and 75% RN – No red flags in month. C4 - HCA night 278%, RN 78% - No red flags. C3 – HCA 137% - RN 96% - 2 red flags. C 6 – 3 red flags. MMW – 3 red flags.																																																				
 Safe Staffing ED and Theatres	Monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.		<table border="1"> <thead> <tr> <th rowspan="2">Oct-16</th> <th rowspan="2"></th> <th colspan="3">Day</th> <th colspan="3">Night</th> </tr> <tr> <th>St Helier</th> <th>Epsom</th> <th>EOC</th> <th>St Helier</th> <th>Epsom</th> <th>EOC</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Emergency Department</td> <td>RN</td> <td>94.6%</td> <td>92.8%</td> <td></td> <td>98.9%</td> <td>99.0%</td> <td></td> </tr> <tr> <td>HCA</td> <td>97.0%</td> <td style="background-color: #f8d7da;">43.1%</td> <td></td> <td>101.7%</td> <td>NA</td> <td></td> </tr> <tr> <td rowspan="3">Theatres</td> <td>RN/RM</td> <td>90.0%</td> <td>97.0%</td> <td>99.1%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>ODPs</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Care staff</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Oct-16		Day			Night			St Helier	Epsom	EOC	St Helier	Epsom	EOC	Emergency Department	RN	94.6%	92.8%		98.9%	99.0%		HCA	97.0%	43.1%		101.7%	NA		Theatres	RN/RM	90.0%	97.0%	99.1%				ODPs							Care staff							
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 Supervisory Status	Our standard is for ward managers to be supervisory for at least half of their time on the ward	90.0%	 <p>% of wards compliant</p> <p>15/16 16/17</p>	Ward Leadership :91% of wards had achieved 50% or more of ward leadership allocation. 100% Epsom wards. 85% St Helier. Wards below 50%: A3 (25%), B5 (48%), C3 (48%)																																																			
Additional Information																																																							
October recruitment	Recruitment continues with 50+ new nursing/midwifery staff starting in October. Weekly meetings with new recruits has been led by one of the HON and this is proving to be very supportive of new staff. The recruitment team have planned wider recruitment within the UK. 51 RN/RM and 11 HCA started in the trust in October. 23 Nurses and 14 HCA are starting in November. 22nd October recruitment day - 6 RN were offered posts.																																																						

Executive lead: Charlotte Hall, Chief Nurse
 Report lead: Sally Sivas, Nursing Transformation

Breakdown of Safe Staffing Levels - October 2016

Background

Following a requirement from the NHS Chief Nursing Officer for England and the Care Quality Commission, from June 2014 all hospitals are required to publish information about the number of nursing and midwifery staff working on each ward, together with the percentage of shifts meeting safe staffing guidelines. This initiative is part of the NHS response to the Francis report which called for greater openness and transparency in the health service.

Hospital Site name	Ward name	Day						Night					
		Registered Midwives/Nurses			Care Staff			Registered Midwives/Nurses			Care Staff		
		Planned hours	Actual hours	Average fill rate (%)	Planned hours	Actual hours	Average fill rate (%)	Planned hours	Actual hours	Average fill rate (%)	Planned hours	Actual hours	Average fill rate (%)
St Helier Site	A3 (A3)	1783	1520	85.2%	1256	1317	104.9%	1070	966	90.3%	1070	1219	113.9%
	A5 (A5)	1426	1250	87.7%	713	775	108.7%	1070	874	81.7%	713	1119	156.9%
	A6 (A6)	1426	1203	84.4%	713	754	105.8%	1070	863	80.7%	713	920	129.0%
	AMUS (AMU)	2496	2284	91.5%	1070	1172	109.5%	2496	2404	96.3%	713	851	119.4%
	B1 (Whitfield Unit)	1256	1070	85.2%	543	572	105.3%	713	713	100.0%	357	414	116.0%
	B3 (B3)	713	713	100.0%	357	328	91.9%	713	713	100.0%	357	368	103.1%
	B5S (B5 Surgical)	1969	1702	86.4%	899	984	109.5%	1426	1001	70.2%	713	1001	140.4%
	B6SS (B6 Medical Short Stay)	1070	910	85.0%	713	702	98.5%	1070	955	89.3%	357	506	141.7%
	BEA1 (Beacon)	1426	1179	82.7%	356	431	121.1%	713	701	98.3%	713	713	100.0%
	C2E (C2 Escalation Ward)	713	713	100.0%	713	630	88.4%	713	713	100.0%	713	690	96.8%
	C3 (C3 Stroke Unit)	1783	1485	83.3%	899	1071	119.1%	1070	1035	96.7%	713	979	137.3%
	C4 (C4)	1426	1173	82.3%	713	937	131.4%	1070	851	79.5%	357	995	278.7%
	C5 (C5)	1070	805	75.2%	357	461	129.1%	713	713	100.0%	357	368	103.1%
	C6 (C6)	1426	1175	82.4%	899	884	98.3%	1070	920	86.0%	713	909	127.5%
	FDW (Frank Deas)	1783	1541	86.4%	713	783	109.8%	1070	1058	98.9%	713	771	108.1%
	HS (Harry Secombe)	1518	1249	82.3%	402	479	119.2%	1174	1093	93.1%	81	70	86.4%
	M2 (M2)	909	869	95.6%	552	541	97.9%	713	713	100.0%	357	346	96.8%
	MAT (Maternity Ward)	3714	3656	98.4%	1018	854	83.9%	3599	3519	97.8%	927	835	90.1%
	MMW (Mary Moore)	1328	1318	99.2%	341	341	100.0%	1173	1173	100.0%	276	276	100.0%
	NNU (Neonatal Unit)	1510	1246	82.5%	403	345	85.6%	1380	1254	90.9%	0	23	
QM2 (QM2)	1431	1278	89.3%	356	403	113.2%	1070	932	87.1%	35	35		
RB (Richard Bright)	713	713	100.0%	0	0		713	713	100.0%	0	0		
SCCU (Coronary Care Unit)	4117	4060	98.6%				4163	4110	98.7%				
SITU (ITU/HDU)	1426	1286	90.2%	713	787		1070	851	79.5%	713	897		
Epsom Site	ALE (Alexandra)	2993	2791	93.3%	1161	1156	99.6%	1069	1018	95.2%	1218	1311	107.6%
	AMUC (Chuter Ede AMU)	1426	1288	90.3%	1828	1624	88.8%	2642	2470	93.5%	1472	1589	107.9%
	BRI (Britten)	1782	1650	92.6%	1559	1441	92.4%	1069	1012	94.7%	1196	1599	133.7%
	BUC (Buckley)	1838	1241	67.5%	1473	1399	95.0%	1426	1359	95.3%	1127	1219	108.2%
	CAM (Croft)	1384	1234	89.2%	1426	1245	87.3%	1472	1173	79.7%	1069	1218	113.9%
	CSY (Casey)	1426	1284	90.0%	460	702	152.6%	1070	1093	102.1%	0	23	
	ECCU (Coronary Care Unit)	1656	1622	97.9%	356	535	150.3%	1069	967	90.5%	0	80	
	EITU (ITU/HDU)	2852	2599	91.1%				1656	1645	99.3%			
	EMAT (Maternity Unit)	1426	1377	96.6%	1069	929	86.9%	2495	2492	99.9%	1145	1057	92.3%
	GLO (Gloucester)	1426	1406	98.6%	712	733	102.9%	1069	983	92.0%	356	415	116.6%
	NOR (Northey)	713	713	100.0%	747	711	95.2%	1069	885	82.8%	747	898	120.2%
	SCBU (Special Care Baby Unit)	1777	1479	83.2%	150	150	100.0%	713	713	100.0%	0	0	
	SWIF (Swift Ward)	1860	1812	97.4%	713	749	105.0%	954	861	90.3%	115	207	180.0%
SWLEOC	DERB (Derby)	1860	1848	99.4%	930	942	101.3%	1116	1116	100.0%	372	372	100.0%
	OAKS (Oaks)	2094	1916	91.5%	1302	1302	100.0%	1116	1116	100.0%	372	372	100.0%
	PACU (EOC PACU - Recovery)	1426	1204	84.4%	450	390	86.7%	1100	1100	100.0%	12	12	100.0%
TOTAL		66,371	59,862	90.2%	29,035	29,559	101.8%	52,207	48,841	93.6%	20,862	24,677	118.3%