

1-4 SAFE domain: Safe Staffing

Measure	Description	Aug-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.	7.7		<p>CHPPD: On the 4th Month over gathering the data the CHPPD indicates an overall CHPPD of 7.7, similar to last month (which was 7.8). Six wards were below the 80% threshold for trained staff. There are significant vacancies on A3 (6 trained staff) which is impacting on the ability to fill shifts.</p> <p>B5 has similar issues with 7 vacancies on this ward area. These areas have a close review of staff levels and requirements by the HON and the use of support staff has been increased to support this throughout the month. Both areas report a CHPPD level above 5. C5 has 13 beds and has a number of vacant posts. There were no red flags raised for this month which indicates that staff levels were sufficient to meet a ratio of 1:8 at all times CHPPD was above 5 at 5.7. MMW has been reorganised and staffing for this area has been discussed and agreed as part of the transformation work being undertaken. This area may have to be protected (particularly at night) in order to ensure senior nursing support 24/7. There has been additional support staff used to support the area (5 red flags – additional HCA support for all 5). Reassuringly the CHP Croft ward indicates a high planned staffing level for August and this has not always been achieved. Additional support staff have been used to support the area. The CHPPD for this area is 6.2. PD was 9.1 for this area.</p> <p>High dependency areas: CHPPD for EITU was 18.5, lower than SITU (23.8) and PACU (26.6). Maternity good compliance both day and night duty. St Helier show lower CHPPD of 14.5 vs 20.5 Epsom. AMU and B6 needed RMN and additional HCA support to assist with pt requiring mental health support. C4 Night duty HCA - challenging patient who required additional input – full month</p>																																																				
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: 93%																																																						
Safe Staffing Healthcare assistants (HCAs) Wards	HCAs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Day shift: 108% Night shift: 122%	<p>C6 and C5 Night duty had periods of additional HCA support to assist with 1:1 nursing care (clinical need for additional HCA support). B3 Night: increased use of HCA due to DOLS patient requiring additional support. B5 and A5 Night: use of additional HCA staff to support the lack of RN. Swift: The use of HCA staff was increased to assist the area at night and many HCA shifts were downgraded to provide cover. The small number of HCA on Swift (1) means that when additional 1 HCA is booked, this causes the rise by 100%. Northey: use the same principle where the RN is unfilled, HCA are used.</p>																																																					
Safe Staffing ED and Theatres	Monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	<table border="1"> <thead> <tr> <th colspan="2">Aug-16</th> <th colspan="3">Day</th> <th colspan="3">Night</th> </tr> <tr> <th colspan="2"></th> <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>94.0%</td> <td>95.0%</td> <td></td> <td>99.0%</td> <td>99.0%</td> <td></td> </tr> <tr> <td>HCA</td> <td>96.0%</td> <td>73.0%</td> <td></td> <td>100.0%</td> <td>NA</td> <td></td> </tr> <tr> <td rowspan="3">Theatres</td> <td>RN/RM</td> <td>98.0%</td> <td>97.0%</td> <td>98.0%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>ODPs</td> <td></td> <td></td> <td>100.0%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Care staff</td> <td></td> <td></td> <td>100.0%</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Aug-16		Day			Night					St Helier	Epsom	EOC	St Helier	Epsom	EOC	Emergency Department	RN	94.0%	95.0%		99.0%	99.0%		HCA	96.0%	73.0%		100.0%	NA		Theatres	RN/RM	98.0%	97.0%	98.0%				ODPs			100.0%				Care staff			100.0%				
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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	66.7%		<p>Wards non-compliant</p> <p>Epsom: Swift, Buckley, CCU, Britten, EAMU</p> <p>St Helier: A3, A6, AMU, B3, B5, C4</p>																																																				

Additional Information	
August recruitment	In August there were 18 new starters RN's and a further 19 RN offered as part of various recruitment initiatives. 20 international HCA's have been offered posts and they will be supported to undertake RN training
Future plans to support safe staffing	The transformation work is almost complete for inpatient ward areas and HON have agreed budgets for the coming year – new band 6 leadership roles will be developed in many areas, offering more opportunity to provide senior clinical leadership to service areas. The HON have clear oversight of daily staffing requests and plans. Matron and ward managers are examining plans for senior leadership support in the evening and weekends. Safecare system has been introduced within Surgery with a plan to be in all areas by January.

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

Appendix 1: Breakdown of Safe Staffing Levels - August 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	1418	79.5%	1256	1426	113.5%	1070	989	92.4%	1070	1242	116.1%
	A5 (A5)	1426	1308	91.7%	713	807	113.2%	1070	1001	93.6%	713	1047	146.8%
	A6 (A6)	1426	1163	81.6%	713	702	98.5%	1070	863	80.7%	713	840	117.8%
	AMUS (AMU)	2852	2648	92.8%	1426	1474	103.4%	2852	2714	95.2%	1070	1370	128.0%
	B1 (Whitfield Unit)	1256	1118	89.0%	543	559	102.9%	713	713	100.0%	357	392	109.8%
	B3 (B3)	713	713	100.0%	357	440	123.2%	713	713	100.0%	357	541	151.5%
	B5S (B5 Surgical)	1969	1624	82.5%	899	1135	126.3%	1426	1116	78.3%	713	1070	150.1%
	B6SS (B6 Medical Short Stay)	1070	1042	97.4%	713	668	93.7%	1070	1001	93.6%	357	576	161.3%
	BEA1 (Beacon)	1426	1227	86.0%	357	460	128.9%	713	713	100.0%	713	690	96.8%
	C2E (C2 Escalation Ward)	713	713	100.0%	713	629	88.2%	713	713	100.0%	713	690	96.8%
	C3 (C3 Stroke Unit)	1783	1433	80.4%	899	921	102.4%	1070	943	88.1%	713	840	117.8%
	C4 (C4)	1426	1181	82.8%	713	769	107.9%	1070	863	80.7%	357	714	200.0%
	C5 (C5)	1070	783	73.2%	357	398	111.5%	713	713	100.0%	357	391	109.5%
	C6 (C6)	1426	1170	82.0%	899	926	103.0%	1070	1013	94.7%	713	978	137.2%
	FDW (Frank Deas)	1783	1455	81.6%	713	853	119.6%	1070	1035	96.7%	713	783	109.8%
	HS (Harry Secombe)	1426	1242	87.1%	356	507	142.4%	1070	1023	95.6%	0	35	
	M2 (M2)	978	956	97.8%	587	576	98.1%	713	713	100.0%	357	346	96.9%
	MAT (Maternity Ward)	3725	3685	98.9%	1071	1009	94.2%	3553	3507	98.7%	908	870	95.8%
	MMW (Mary Moore)	1426	1181	82.8%	713	696	97.6%	1070	828	77.4%	713	863	121.0%
	NNU (Neonatal Unit)	1479	1479	100.0%	283	283	100.0%	1610	1610	100.0%	126	126	100.0%
QM2 (QM2)	1277	1185	92.8%	426	414	97.2%	1162	1127	97.0%	0	0		
RB (Richard Bright)	1426	1208	84.7%	357	460	128.9%	1070	1035	96.7%	0	35		
SCCU (Coronary Care Unit)	713	713	100.0%	0	0		713	713	100.0%	0	0		
SITU (ITU/HDU)	4244	4048	95.4%	0	0		4278	4198	98.1%	0	0		
Epsom Site	ALE (Alexandra)	1426	1143	80.2%	1415	1240	87.6%	1061	977	92.1%	1627	2008	123.4%
	AMUC (Chuter Ede AMU)	2863	2607	91.1%	1460	1394	95.5%	2506	2332	93.1%	1111	1254	112.9%
	BRI (Britten)	1426	1166	81.8%	736	1019	138.5%	1069	982	91.9%	759	851	112.1%
	BUC (Buckley)	1844	1748	94.8%	1103	1451	131.6%	1472	1247	84.7%	1172	1426	121.7%
	CAM (Croft)	1782	1362	76.4%	1069	1419	132.7%	1426	1139	79.9%	1069	1254	117.3%
	CSY (Casey)	1153	1107	96.0%	414	575	138.9%	1070	886	82.8%	0	219	
	ECCU (Coronary Care Unit)	1426	1174	82.3%	713	601	84.3%	1069	874	81.8%	0	115	
	EITU (ITU/HDU)	1392	1380	99.1%	0	0		1461	1449	99.2%	0	0	
	EMAT (Maternity Unit)	2852	2613	91.6%	1069	998	93.4%	2495	2487	99.7%	1145	1102	96.2%
	GLO (Gloucester)	1426	1240	87.0%	965	1059	109.7%	1069	1058	99.0%	747	1035	138.6%
	NOR (Northey)	1426	1413	99.1%	713	754	105.8%	1069	886	82.9%	713	874	122.6%
	SCBU (Special Care Baby Unit)	685	685	100.0%	92	92	100.0%	713	713	100.0%	0	0	
	SWIF (Swift Ward)	1644	1520	92.5%	655	754	115.1%	885	782	88.4%	91	195	214.3%
SWLEOC	DERB (Derby)	1789	1599	89.4%	946	1138	120.3%	1103	989	89.7%	357	437	122.4%
	OAKS (Oaks)	1704	1692	99.3%	1104	1092	98.9%	1080	1080	100.0%	408	396	97.1%
	PACU (EOC PACU - Recovery)	2496	2412	96.6%	356	500	140.4%	1426	1102	77.3%	0	0	
TOTAL		66,150	59,554	90.0%	27,874	30,198	108.3%	52,616	48,840	92.8%	20,932	25,605	122.3%