

1-4 SAFE domain: Safe Staffing

Measure	Description	Jul-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: This is the 3rd month of gathering the CHPPD data and we have an overall CHPPD of 7.6.</p> <p>3 wards were below the 80% threshold Beacon 72%, ECCU 75.6% and PACU EOC 76.3%. Beacon CHPPD demonstrated a higher level than the other renal wards. The renal unit have shown a recent increase in their vacancy rate which have impacted on the staff levels. ECCU had a CHPPD of 6.9, this is significantly higher than C6 where the CCU sits. PACU CHPPD (19.1) when compared with the other high dependency areas is lower, the unit remained adequately staffed for the acuity of patients due to moving senior staff for partial shifts to provide clinical support, this is not captured within the figures.</p>																																																		
Safe Staffing Registered nurses (RNs) Wards	RNs monthly expected hours by shift versus actual monthly hours per shift.	89%																																																				
	80% threshold.	93%																																																				
Safe Staffing Healthcare assistants (HCAs) Wards	HCAs monthly expected hours by shift versus actual monthly hours per shift.	105%																																																				
	80% threshold.	116%																																																				
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" rowspan="2">Jul-16</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>96.6%</td> <td>95.1%</td> <td></td> <td>99.0%</td> <td>97.3%</td> <td></td> </tr> <tr> <td>HCA</td> <td>97.0%</td> <td>65.0%</td> <td></td> <td>97.0%</td> <td>NA</td> <td></td> </tr> <tr> <td rowspan="3">Theatres</td> <td>RN/RM</td> <td>86.0%</td> <td>98.0%</td> <td>95.9%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>ODPs</td> <td></td> <td></td> <td>97.9%</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>	Jul-16		Day			Night			St Helier	Epsom	EOC	St Helier	Epsom	EOC	Emergency Department	RN	96.6%	95.1%		99.0%	97.3%		HCA	97.0%	65.0%		97.0%	NA		Theatres	RN/RM	86.0%	98.0%	95.9%				ODPs			97.9%				Care staff			100.0%			
			Jul-16			Day			Night																																													
St Helier	Epsom	EOC			St Helier	Epsom	EOC																																															
Emergency Department	RN	96.6%	95.1%		99.0%	97.3%																																																
	HCA	97.0%	65.0%		97.0%	NA																																																
Theatres	RN/RM	86.0%	98.0%	95.9%																																																		
	ODPs			97.9%																																																		
	Care staff			100.0%																																																		
Supervisory Status	Our standard is for ward managers to be supervisory for at least half of their time on the ward	81.3%		<p>32 wards completed as PACU not previously in numbers.</p> <p>Wards below 50%: A3, ChuterEde, HS, QM, Swift and Buckley</p>																																																		

Additional Information

July recruitment	<p>20 RN's started work in July and a further 30 were appointed from a variety of events, including evening interview sessions on individual ward areas, an open day at St Helier and an overseas trip.</p> <p>In addition 23 newly qualified nurses confirmed this month that they have completed their course and will be starting with us over the next 2 months</p> <p>There has been a drop in overseas starters over the last 2 months as a result of the new IELTS regulations, meaning EU nurses are unable to start before they have reached a specified level of English. However, we have 60 EU nurses in the recruitment pipeline with some agreed start dates.</p>
------------------	---

Executive lead: Charlotte Hall, Chief Nurse
 Report lead: Carole Webster, Deputy Chief Nurse

Appendix 1: Breakdown of Safe Staffing Levels - July 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	1440	80.8%	1256	1444	115.0%	1070	1001	93.6%	1070	1174	109.7%
	A5 (A5)	1426	1300	91.2%	713	880	123.4%	1070	1001	93.6%	713	1070	150.1%
	A6 (A6)	1428	1167	81.7%	713	725	101.7%	1070	943	88.1%	713	805	112.9%
	AMUS (AMU)	2496	2300	92.1%	1070	1146	107.1%	2496	2274	91.1%	713	921	129.2%
	B1 (Whitfield Unit)	1256	1098	87.4%	543	624	114.9%	713	713	100.0%	357	426	119.3%
	B3 (B3)	713	713	100.0%	357	384	107.6%	713	713	100.0%	357	518	145.1%
	B5S (B5 Surgical)	1969	1615	82.0%	899	1119	124.5%	1426	1172	82.2%	713	920	129.0%
	B6SS (B6 Medical Short Stay)	1070	915	85.5%	713	708	99.3%	1070	897	83.8%	357	483	135.3%
	BEA1 (Beacon)	1070	771	72.1%	851	967	113.6%	1070	1070	100.0%	495	483	97.6%
	C2E (C2 Escalation Ward)	713	713	100.0%	713	662	92.8%	713	713	100.0%	713	879	123.3%
	C3 (C3 Stroke Unit)	1783	1514	84.9%	899	973	108.2%	1070	955	89.3%	713	966	135.5%
	C4 (C4)	1426	1151	80.7%	713	733	102.8%	1070	897	83.8%	357	461	129.1%
	C5 (C5)	1070	882	82.4%	357	397	111.2%	713	713	100.0%	357	426	119.3%
	C6 (C6)	1426	1163	81.6%	899	955	106.2%	1070	863	80.7%	713	932	130.7%
	FDW (Frank Deas)	1783	1520	85.2%	713	833	116.8%	1070	1035	96.7%	713	759	106.5%
	HS (Harry Secombe)	1426	1262	88.5%	535	391	73.1%	1070	1070	100.0%	322	310	96.3%
	M2 (M2)	955	938	98.2%	598	587	98.2%	713	713	100.0%	357	369	103.4%
	MAT (Maternity Ward)	4278	4199	98.2%	1167	1033	88.5%	4140	4036	97.5%	1100	977	88.8%
	MMW (Mary Moore)	1157	1008	87.1%	696	703	101.0%	840	782	93.1%	702	690	98.3%
	NNU (Neonatal Unit)	1665	1679	100.8%	255	255	100.0%	1665	1472	88.4%			
QM2 (QM2)	1564	1345	86.0%	426	426	100.0%	1369	1185	86.6%	0	12		
RB (Richard Bright)	1426	1248	87.5%	357	404	113.2%	1070	1070	100.0%				
SCCU (Coronary Care Unit)	713	713	100.0%				713	713	100.0%				
SITU (ITU/HDU)	4462	4209	94.3%				4531	4436	97.9%				
Epsom Site	ALE (Alexandra)	1426	1232	86.4%	1069	1133	106.0%	1061	1035	97.5%	1069	1356	126.8%
	AMUC (Chuter Ede AMU)	2885	2356	81.7%	1546	1791	115.8%	2518	2243	89.1%	1075	1442	134.1%
	BRI (Britten)	1426	1257	88.1%	793	908	114.5%	1069	985	92.1%	782	840	107.4%
	BUC (Buckley)	1920	1691	88.1%	1388	1527	110.0%	1564	1270	81.2%	1373	1438	104.7%
	CAM (Croft)	1782	1531	85.9%	1069	1233	115.3%	1426	1202	84.3%	1069	1183	110.7%
	CSY (Casey)	1288	1150	89.3%	414	582	140.6%	1070	978	91.4%	0	115	
	ECCU (Coronary Care Unit)	1426	1078	75.6%	356	462	129.8%	1081	863	79.8%	0	170	
	EITU (ITU/HDU)	1506	1460	96.9%				1541	1529	99.2%			
	EMAT (Maternity Unit)	2852	2643	92.7%	1069	1032	96.5%	2495	2484	99.6%	1145	1066	93.1%
	GLO (Gloucester)	1426	1203	84.4%	1102	864	78.4%	1069	1046	97.8%	735	619	84.2%
	NOR (Northey)	1426	1484	104.1%	874	789	90.3%	1069	922	86.2%	920	990	107.6%
	SCBU (Special Care Baby Unit)	716	716	100.0%	150	150	100.0%	713	713	100.0%			
SWIF (Swift Ward)	1748	1656	94.7%	713	769	107.9%	954	837	87.7%	0	219		
SWLEOC	DERB (Derby)	1712	1701	99.4%	1180	1165	98.7%	1080	1092	101.1%	420	408	97.1%
	OAKS (Oaks)	1712	1712	100.0%	1195	1170	97.9%	1080	1080	100.0%	420	420	100.0%
	PACU (EOC PACU - Recovery)	2295	1751	76.3%	390	390	100.0%	1206	1112	92.2%			
TOTAL		66,604	59,484	89.3%	28,751	30,314	105.4%	53,511	49,828	93.1%	20,543	23,847	116.1%