

1-4: SAFE domain - Safe Staffing

Measure	Description	May-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.	7.4		<p>CHPPD: This provides a complete picture of staff and skill mix and can be used to benchmark speciality areas eg AMU, surgery, CoE. This will provide stronger links with quality outcomes, staffing and patient indicators at both local and national levels.</p> <p>In May, trustwide CHPPD was 7.4 hours (5.2 RN and 2.3 HCA). National pilot of 25 trusts (mix of general and specialist) show CHPPD range between 6.3 – 15.48.</p>																																																						
Safe Staffing Registered nurses (RNs) Wards	RNs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Day shift: 92%			<p>Registerd Nurses In May 3 wards fell below the 80% threshold: CEAMU, Northey and Croft.</p> <p>Healthcare Assistants Derby ND 135.5 – HCA used instead of RN. C5 and C4 long term enhanced care.</p> <p><i>For full breakdown, please refer to Appendix 1.</i></p>																																																					
	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: 101%																																																								
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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">May-16</th> <th colspan="3">Day</th> <th colspan="3">Night</th> </tr> <tr> <th></th> <th></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></td> <td>95.0%</td> <td>82.0%</td> <td></td> <td>100.0%</td> <td>89.0%</td> </tr> <tr> <td>HCA</td> <td></td> <td>100.0%</td> <td>84.0%</td> <td></td> <td>100.0%</td> <td>100.0%</td> </tr> <tr> <td rowspan="3">Theatres</td> <td>RN/RM</td> <td></td> <td>94.0%</td> <td>100.2%</td> <td>96.0%</td> <td></td> <td></td> </tr> <tr> <td>ODPs</td> <td></td> <td></td> <td></td> <td>100.0%</td> <td></td> <td></td> </tr> <tr> <td>Care staff</td> <td></td> <td></td> <td></td> <td>97.0%</td> <td></td> <td></td> </tr> </tbody> </table>			May-16		Day			Night					St Helier	Epsom	EOC	St Helier	Epsom	EOC	Emergency Department	RN		95.0%	82.0%		100.0%	89.0%	HCA		100.0%	84.0%		100.0%	100.0%	Theatres	RN/RM		94.0%	100.2%	96.0%			ODPs				100.0%			Care staff				97.0%			<p>All reported areas above threshold. Lower staffing fill rate at St Helier day shift due to difficulties covering late shift, bank / agency were requested but not filled.</p>
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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	83.9%		<p>26 wards compliant for month2. This demonstrates a significant improvement from other months.</p>																																																						

Additional Information

Nurse recruitment	<p>A total of 16 new nurses were offered posts in May, as a result of various evening and weekend recruitment events.</p> <p>In addition we had 24 new Registered Nurse/ Midwife starters during the month. A plan has been developed to hold a series of evening and weekend recruitment events over the coming months.</p> <p>A tender exercise has taken place to appoint an International Recruitment Agency to support the Trust to recruit up to 100 nurse later in the year, from the Philippines.</p>
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Executive lead: Charlotte Hall, Chief Nurse
 Report lead: Carole Webster, Deputy Chief Nurse

Appendix 1: Breakdown of Safe Staffing Data - May 2016

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	1558	87.4%	1256	1234	98.2%	1070	1035	96.7%	1070	1058	98.9%
	A5 (A5)	1426	1306	91.6%	713	708	99.3%	1070	1001	93.6%	713	713	100.0%
	A6 (A6)	1426	1232	86.4%	713	685	96.1%	1070	966	90.3%	713	713	100.0%
	AMUS (AMU)	2496	2386	95.6%	1070	1042	97.4%	2496	2324	93.1%	713	736	103.2%
	B1 (Whitfield Unit)	1256	1157	92.1%	543	530	97.6%	713	713	100.0%	357	380	106.4%
	B3 (B3)	713	713	100.0%	357	357	100.0%	713	713	100.0%	357	357	100.0%
	B5S (B5 Surgical)	1969	1713	87.0%	899	900	100.1%	1426	1253	87.9%	713	863	121.0%
	B6SS (B6 Medical Short Stay)	1070	971	90.7%	713	685	96.1%	1070	943	88.1%	357	334	93.6%
	BEA1 (Beacon)	1070	990	92.5%	713	690	96.8%	1070	1058	98.9%	357	345	96.6%
	C2E (C2 Escalation Ward)	713	707	99.2%	713	696	97.6%	713	713	100.0%	713	702	98.5%
	C3 (C3 Stroke Unit)	1783	1636	91.8%	899	889	98.9%	1070	966	90.3%	713	805	112.9%
	C4 (C4)	1426	1359	95.3%	713	742	104.1%	1070	943	88.1%	357	598	167.5%
	C5 (C5)	1070	945	88.3%	357	357	100.0%	713	713	100.0%	357	725	203.1%
	C6 (C6)	1426	1251	87.7%	899	851	94.7%	1070	1001	93.6%	713	736	103.2%
	FDW (Frank Deas)	1783	1574	88.3%	713	763	107.0%	1070	1012	94.6%	713	817	114.6%
	HS (Harry Secombe)	1426	1337	93.8%	428	380	88.8%	1070	1047	97.9%	80	69	86.3%
	M2 (M2)	966	932	96.5%	592	569	96.1%	713	713	100.0%	357	346	96.9%
	MAT (Maternity Ward)	4278	4141	96.8%	1213	1060	87.4%	4140	3933	95.0%	1092	943	86.4%
	MMW (Mary Moore)	1426	1254	87.9%	713	772	108.3%	1070	920	86.0%	713	759	106.5%
	MMW (Mary Moore)	1378	1378	100.0%	228	228	100.0%	1449	1449	100.0%	34	34	100.0%
Q2 (Q2)	1598	1429	89.4%	399	406	101.8%	1369	1346	98.3%	12	12	100.0%	
RB (Richard Bright)	1426	1317	92.4%	357	340	95.2%	1070	1058	98.9%	0	0		
SCCU (Coronary Care Unit)	713	713	100.0%	0	0		713	713	100.0%	0	0		
SITU (ITU/HDU)	3887	3875	99.7%				3995	3979	99.6%				
Epsom Site	ALE (Alexandra)	1426	1215	85.2%	1295	1309	101.1%	1069	977	91.4%	1333	1380	103.5%
	AMUC (Chuter Ede AMU)	2886	2171	75.2%	1615	1744	108.0%	2529	2147	84.9%	1276	1414	110.8%
	BRI (Britten)	1426	1332	93.4%	787	1038	131.9%	1069	944	88.3%	839	1057	126.0%
	BUC (Buckley)	1782	1708	95.8%	1552	1415	91.2%	1426	1277	89.6%	1207	1418	117.5%
	CAM (Croft)	1782	1395	78.3%	1426	1451	101.8%	1426	1126	79.0%	1069	1150	107.6%
	CSY (Casey)	1376	1376	100.0%	414	475	114.7%	1070	1058	98.9%	0	129	
	ECCU (Coronary Care Unit)	1426	1202	84.3%	356	381	107.0%	1069	977	91.4%	0		
	EITU (ITU/HDU)	1530	1507	98.5%				1541	1507	97.8%			
	EMAT (Maternity Unit)	2852	2601	91.2%	1069	1027	96.1%	2495	2484	99.6%	1155	1183	102.4%
	GLO (Gloucester)	1426	1305	91.5%	713	795	111.5%	1069	1069	100.0%	356	345	96.9%
	NOR (Northey)	1725	1461	84.7%	747	795	106.4%	1069	851	79.6%	759	978	128.9%
	SCBU (Special Care Baby Unit)	769	769	100.0%	168	168	100.0%	713	713	100.0%	0	0	
	SWIF (Swift Ward)	1754	1683	96.0%	721	796	110.4%	966	851	88.1%	139	254	182.7%
SWLEOC	DERB (Derby)	1722	1692	98.3%	930	942	101.3%	1104	936	84.8%	372	480	129.0%
	OAKS (Oaks)	1704	1704	100.0%	864	864	100.0%	996	996	100.0%	408	408	100.0%
	PACU (EOC PACU - Recovery)	1999	1810	90.5%	437	437	100.0%	1123	1112	99.0%	11	11	100.0%
TOTAL		66,093	60,805	92.0%	28,295	28,521	100.8%	52,727	49,537	93.9%	20,128	22,252	110.6%