

1-4 SAFE domain: Safe Staffing

Measure	Description	Jun-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>■ Assessment ■ Clinical ■ Coronary ■ EOC ■ HD ■ Maternity ■ Medicine ■ Paeds ■ Renal ■ Surgery</p> <p>Maternity CHPPD: The graph shows a significant difference in the CHPPD in Epsom (21.1) and St Helier (17.1) this is due to STH having greater activity.</p>	<p>CHPPD: In June the trustwide CHPPD showed an increase from 7.4 (May) to 7.8.</p> <p>Although Northey and Croft wards were below the 80% staffing threshold, CHPPD was significantly higher than all other surgical wards and Croft was not an outlier when compared to the other CoE wards. However the CHPPD does indicate that the CoE wards at Epsom use a lower number of RN care hours when compared to St Helier site which will be monitored.</p>				
Safe Staffing Registered nurses (RNs) Wards	RNs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Day shift		92%				
		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		99%				
		Night shift		114%				
Safe Staffing ED and Theatres	Monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Jun-16						
		Emergency Department	RN	95.0%	94.0%		98.0%	97.0%
		HCA	96.0%	51.0%		98.0%	NA	
		Theatres	RN/RM	89.0%	100.7%	96.0%		
			ODPs			100.0%		
			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	87.1%	<p>% of wards compliant</p>					

Safe Staffing:

Wards Registered Nurses Two wards were below the 80% threshold; Croft 74.8% day & 5.8 ND CHPPD- 6.0 Northey – 77.4% Night CHPPD 9.9 Healthcare Assistants C3 ND- 140.7% C5 ND- 148% - both these areas required enhanced care to be provided for patients.

For full breakdown, please refer to Appendix 1.

ED and Theatres HCA unfilled shifts at Epsom compounded by sickness and unfilled bank shifts. A review of HCA unfilled shifts took place daily to review impact on activity and department flow.

Additional Information

Nurse recruitment	There were 8 new starters in the Registered Nurse workforce in June, and 20 new offers of employment made. In addition 2 overseas trips resulted in 16 successful interviews in Greece and 36 in Spain. These staff will now commence a programme of training in order to prepare for the IELSTS exam. We hope that they will start to arrive in the Trust from September onwards.
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Executive lead: Charlotte Hall, Chief Nurse
 Report lead: Carole Webster, Deputy Chief Nurse

Appendix 1: Breakdown of Safe Staffing Levels - June 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	1519	85.2%	1256	1322	105.3%	1070	1012	94.6%	1070	1201	112.2%
	A5 (A5)	1426	1339	93.9%	713	698	97.9%	1070	1024	95.7%	713	759	106.5%
	A6 (A6)	1426	1225	85.9%	713	673	94.4%	1070	932	87.1%	713	713	100.0%
	AMUS (AMU)	2496	2329	93.3%	1070	1047	97.9%	2496	2197	88.0%	713	748	104.9%
	B1 (Whitfield Unit)	1256	1100	87.6%	543	525	96.7%	713	713	100.0%	357	357	100.0%
	B3 (B3)	713	708	99.3%	357	351	98.3%	713	702	98.5%	357	357	100.0%
	B5S (B5 Surgical)	1969	1733	88.0%	899	934	103.9%	1426	1230	86.3%	713	771	108.1%
	B6SS (B6 Medical Short Stay)	1070	996	93.1%	713	684	95.9%	1070	955	89.3%	357	357	100.0%
	BEA1 (Beacon)	1380	1307	94.7%	345	334	96.8%	690	679	98.4%	690	748	108.4%
	C2E (C2 Escalation Ward)	713	713	100.0%	713	662	92.8%	713	713	100.0%	713	713	100.0%
	C3 (C3 Stroke Unit)	1783	1556	87.3%	899	915	101.8%	1070	932	87.1%	713	1003	140.7%
	C4 (C4)	1426	1329	93.2%	713	717	100.6%	1070	1001	93.6%	357	461	129.1%
	C5 (C5)	1070	898	83.9%	357	392	109.8%	713	713	100.0%	357	529	148.2%
	C6 (C6)	1426	1203	84.4%	899	864	96.1%	1070	943	88.1%	713	702	98.5%
	FDW (Frank Deas)	1783	1547	86.8%	713	730	102.4%	1070	1035	96.7%	713	794	111.4%
	HS (Harry Secombe)	384	1256	327.1%	345	384	111.3%	1035	989	95.6%	0	322	
	M2 (M2)	943	926	98.2%	477	460	96.4%	690	679	98.4%	345	334	96.8%
	MAT (Maternity Ward)	4002	3975	99.3%	1113	1003	90.1%	3875	3772	97.3%	1023	822	80.4%
	MMW (Mary Moore)	1426	1227	86.0%	713	685	96.1%	1070	886	82.8%	713	759	106.5%
	NNU (Neonatal Unit)	1299	1299	100.0%	249	249	100.0%	1357	1357	100.0%	0	46	
QM2 (QM2)	1585	1439	90.8%	380	368	96.8%	1300	1196	92.0%	0	46		
RB (Richard Bright)	1380	1301	94.3%	345	316	91.6%	1035	1024	98.9%	0	12		
SCCU (Coronary Care Unit)	713	713	100.0%				713	713	100.0%				
SITU (ITU/HDU)	4209	4059	96.4%				4439	4382	98.7%				
Epsom Site	ALE (Alexandra)	1385	1238	89.4%	1327	1398	105.4%	1035	977	94.4%	1369	1622	118.5%
	AMUC (Chuter Ede AMU)	2816	2350	83.5%	1547	1813	117.2%	2450	2188	89.3%	1242	1392	112.1%
	BRI (Britten)	1380	1109	80.4%	1035	931	90.0%	1035	828	80.0%	828	902	108.9%
	BUC (Buckley)	1760	1515	86.1%	1582	1436	90.8%	1438	1277	88.8%	1264	1528	120.9%
	CAM (Croft)	1725	1291	74.8%	1380	1250	90.6%	1380	1046	75.8%	1035	1299	125.5%
	CSY (Casey)	1235	1146	92.8%	357	357	100.0%	989	932	94.2%	0	230	
	ECCU (Coronary Care Unit)	1380	1117	80.9%	380	404	106.3%	1035	943	91.1%	46	81	176.1%
	EITU (ITU/HDU)	1518	1380	90.9%				1644	1633	99.3%			
	EMAT (Maternity Unit)	2760	2559	92.7%	1035	1066	103.0%	2415	2380	98.6%	1120	1042	93.0%
	GLO (Gloucester)	1392	1156	83.0%	690	660	95.7%	1047	1024	97.8%	345	345	100.0%
	NOR (Northey)	1299	1110	85.5%	701	672	95.9%	954	738	77.4%	736	828	112.5%
	SCBU (Special Care Baby Unit)	724	724	100.0%	92	92	100.0%	690	690	100.0%			
SWIF (Swift Ward)	1875	1534	81.8%	690	664	96.2%	851	690	81.1%	0	219		
SWLEOC	DERB (Derby)	1770	1770	100.0%	900	900	100.0%	1008	984	97.6%	360	420	116.7%
	OAKS (Oaks)	1656	1650	99.6%	996	990	99.4%	1044	1044	100.0%	408	408	100.0%
	PACU (EOC PACU - Recovery)	2011	1834	91.2%	370	366	98.9%	1064	1064	100.0%	0	11	
TOTAL		64,347	59,180	92.0%	27,607	27,312	98.9%	51,617	48,217	93.4%	20,083	22,881	113.9%