
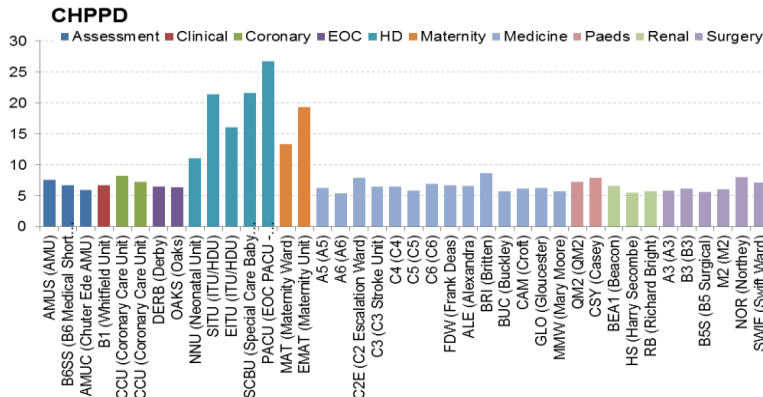




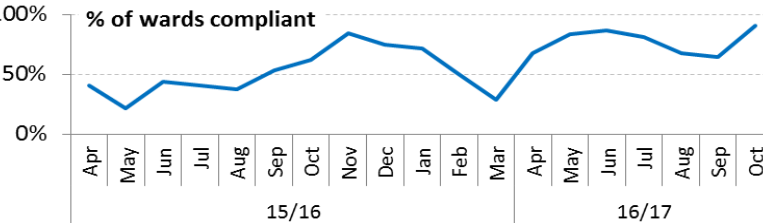


# 1-4 SAFE domain: Safe Staffing

Measure	Description	Nov-16	Trend and Variation	Comments																																																			
 <b>CHPPD</b>	<b>Care Hours per Patient Day (CHPPD):</b> Actual hours of registered nurses and HCA's divided by total number of patient admissions every 24 hours.	<b>5.7</b>	 <p><b>CHPPD</b>                      Legend: Assessment, Clinical, Coronary, EOC, HD, Maternity, Medicine, Paeds, Renal, Surgery</p>	<p><b>CHPPD:</b> This is the 7th month of monitoring the CHPPD. The level of CHPPD has been better than with previous months. Only 1 ward was below 5.5 - A6 (5.4)</p> <p>Close scrutiny of staff requirements is undertaken by the HON each day to monitor the need for bank or agency staffing</p> <p>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% for areas: CCU, Croft, Chute Ede, A6, MMW</p> <p>There has been significant increase in nursing requirements to provide 1:1 nursing care in areas such as: A5, A6 C4, AMU, Alex Britten, Buckley. Maternity at epsom CHPPD 19.3, St Helier 13.3. Cross site working/integrated working is in place.</p>																																																			
 <b>Safe Staffing Registered nurses (RNs) Wards</b>	RNs monthly expected hours by shift versus actual monthly hours per shift. <b>80%</b> threshold.	Day shift: <b>91%</b> Night shift: <b>95%</b>																																																					
 <b>Safe Staffing Healthcare assistants (HCAs) Wards</b>	HCAs monthly expected hours by shift versus actual monthly hours per shift. <b>80%</b> threshold.	Day shift: <b>106%</b> Night shift: <b>125%</b>																																																					
 <b>Safe Staffing ED and Theatres</b>	Monthly expected hours by shift versus actual monthly hours per shift. <b>80%</b> threshold.		<table border="1"> <thead> <tr> <th colspan="2" rowspan="2">Nov-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>96.0%</td> <td>85.0%</td> <td></td> <td>97.0%</td> <td>97.0%</td> <td></td> </tr> <tr> <td>HCA</td> <td>96.0%</td> <td>48.0%</td> <td></td> <td>98.0%</td> <td>NA</td> <td></td> </tr> <tr> <td rowspan="3">Theatres</td> <td>RN/RM</td> <td>90.0%</td> <td>93.0%</td> <td></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>	Nov-16		Day			Night			St Helier	Epsom	EOC	St Helier	Epsom	EOC	Emergency Department	RN	96.0%	85.0%		97.0%	97.0%		HCA	96.0%	48.0%		98.0%	NA		Theatres	RN/RM	90.0%	93.0%					ODPs							Care staff							
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 <b>Supervisory Status</b>	Our standard is for ward managers to be supervisory for at least half of their time on the ward	<b>90.0%</b>	 <p><b>% of wards compliant</b></p> <p>Apr 15/16, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct 16/17</p>	<p>Ward Leadership :91% of wards had achieved 50% or more of ward leadership allocation. 100% Epsom wards. 85% St Helier.</p> <p>Wards below 50%: A3 (25%), B5 (48%), C3 (48%)</p>																																																			

Additional Information	
November recruitment	The recruitment team have planned wider recruitment within the UK for the new year. 15 nurses have been appointed in November and of the 15 oversees nurses who started in October, 3 are awaiting a PIN number. The HON for education has reported that we have been chosen as a pilot site for the associate nurse role and the interviews for these and the foundation degree band 4 staff continues to attract significant interest from our staff. 12 Associate Practitioners will quality in January 2017.

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

## Breakdown of Safe Staffing Levels - November 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)	1725	1469	85.2%	1215	1264	104.0%	1035	828	80.0%	1035	1162	112.3%
	A5 (A5)	1380	1250	90.6%	690	913	132.3%	1035	851	82.2%	690	1285	186.2%
	A6 (A6)	1380	1134	82.2%	690	749	108.6%	1035	874	84.4%	690	920	133.3%
	AMUS (AMU)	2415	2274	94.2%	1035	1038	100.3%	2415	2220	91.9%	690	851	123.3%
	B1 (Whitfield Unit)	1215	1077	88.6%	525	585	111.4%	690	690	100.0%	345	357	103.5%
	B3 (B3)	690	690	100.0%	345	316	91.6%	690	690	100.0%	345	334	96.8%
	B5S (B5 Surgical)	1905	1690	88.7%	1035	1093	105.6%	1380	1149	83.3%	690	1126	163.2%
	B6SS (B6 Medical Short Stay)	1035	1019	98.5%	690	627	90.9%	690	803	116.4%	690	690	100.0%
	BEA1 (Beacon)	1380	1340	97.1%	345	340	98.6%	690	678	98.3%	690	655	94.9%
	C2E (C2 Escalation Ward)	690	690	100.0%	690	543	78.7%	690	690	100.0%	690	656	95.1%
	C3 (C3 Stroke Unit)	1725	1533	88.9%	870	1005	115.5%	1035	989	95.6%	690	1047	151.7%
	C4 (C4)	1035	1059	102.3%	1035	1009	97.5%	1035	828	80.0%	345	735	213.0%
	C5 (C5)	1035	802	77.5%	345	409	118.6%	690	690	100.0%	345	357	103.5%
	C6 (C6)	1380	1135	82.2%	870	858	98.6%	1035	863	83.4%	690	770	111.6%
	FDW (Frank Deas)	1725	1490	86.4%	690	703	101.9%	1035	1035	100.0%	690	702	101.7%
	HS (Harry Secombe)	1380	1238	89.7%	351	431	122.8%	1035	978	94.5%			
	M2 (M2)	943	898	95.2%	569	552	97.0%	690	690	100.0%	345	345	100.0%
	MAT (Maternity Ward)	3852	3825	99.3%	1155	961	83.2%	3726	3574	95.9%	931	644	69.2%
	MMW (Mary Moore)	1264	1264	100.0%	299	299	100.0%	1161	1161	100.0%	241	241	100.0%
	NNU (Neonatal Unit)	1597	1413	88.5%	352	352	100.0%	1346	1265	94.0%	0	23	
QM2 (QM2)	1380	1340	97.1%	345	370	107.2%	1035	990	95.7%	0	46		
RB (Richard Bright)	690	690	100.0%	0	0		690	690	100.0%	0	0		
SCCU (Coronary Care Unit)	3761	3715	98.8%				3715	3692	99.4%				
SITU (ITU/HDU)	1560	1517	97.2%	1035	1375		1035	1024	98.9%	1035	1714		
Epsom Site	ALE (Alexandra)	2944	1794	60.9%	1381	1584	114.7%	2421	2370	97.9%	1035	1265	122.2%
	AMUC (Chuter Ede AMU)	1397	1125	80.5%	932	1389	149.0%	1035	1002	96.8%	713	1365	191.4%
	BRI (Britten)	1745	1664	95.4%	1378	1382	100.3%	1380	1254	90.9%	1047	1346	128.6%
	BUC (Buckley)	1723	1388	80.6%	1382	1333	96.5%	1380	1093	79.2%	1035	1184	114.4%
	CAM (Croft)	1387	1295	93.4%	391	690	176.5%	1035	1001	96.7%	0	104	
	CSY (Casey)	1565	1212	77.4%	323	464	143.7%	1035	906	87.5%	0	91	
	ECCU (Coronary Care Unit)	1541	1472	95.5%				1564	1530	97.8%			
	EITU (ITU/HDU)	2760	2620	94.9%	1035	959		2415	2403	99.5%	1120	1057	
	EMAT (Maternity Unit)	1350	1248	92.4%	692	717	103.6%	1035	1001	96.7%	345	357	103.5%
	GLO (Gloucester)	1382	1362	98.6%	690	852	123.5%	1035	1024	98.9%	690	989	143.3%
	NOR (Northey)	685	685	100.0%	92	92	100.0%	713	713	100.0%	0	0	
	SCBU (Special Care Baby Unit)	1760	1662	94.4%	690	651	94.3%	966	932	96.5%	92	173	
	SWIF (Swift Ward)	1800	1746	97.0%	900	906	100.7%	1080	1080	100.0%	360	360	100.0%
SWLEOC	DERB (Derby)	2025	2025	100.0%	1035	1035	100.0%	1080	1080	100.0%	360	360	100.0%
	OAKS (Oaks)	2011	1928	95.9%	408	408	100.0%	1088	1076	98.9%	35	35	100.0%
	PACU (EOC PACU - Recovery)	1380	1135	82.2%	690	685	99.3%	1035	782	75.6%	690	805	116.7%
<b>TOTAL</b>		<b>64,597</b>	<b>58,913</b>	<b>91.2%</b>	<b>27,195</b>	<b>28,939</b>	<b>106.4%</b>	<b>49,910</b>	<b>47,189</b>	<b>94.5%</b>	<b>19,389</b>	<b>24,151</b>	<b>124.6%</b>