
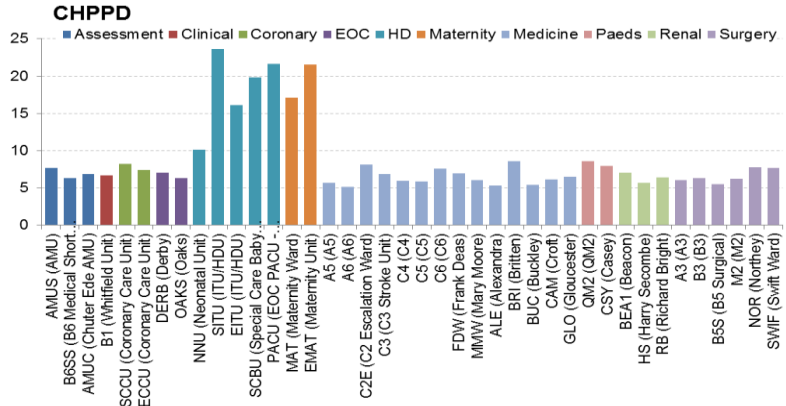




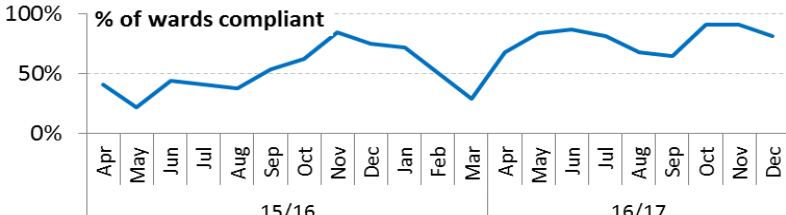


1-4 SAFE domain: Safe Staffing

Measure	Description	Dec-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		CHPPD continues to demonstrate an acceptable level at 7.7.																																													
 Safe Staffing Registered nurses (RNs) Wards	RNs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	90%		There are 3 Wards that fell below 5.5 in this month. A6, Alex and Buckley. All of these areas relied on additional HCA staff when trained staff were not available.																																													
	Day shift ----- Night shift	92%		Close scrutiny of the staff requirements by HON continues. Some ward areas use HCA support to backfill where untrained staff are not available.																																													
 Safe Staffing Healthcare assistants (HCAs) Wards	HCAs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	99%		C4 ward had additional support for a long term patient who required special. There have been staff challenges in the NNU at St Helier where both day and night shifts have struggled to achieve 70% staffing. This is linked to Short term and long term sickness which is currently being managed.																																													
	Day shift ----- Night shift	116%		There are also 4 vacancies in this area. No incidents were reported as a result of these challenges.																																													
 Safe Staffing ED and Theatres	Monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th rowspan="2">Dec-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>95.1%</td> <td>83.3%</td> <td></td> <td>92.2%</td> <td>90.8%</td> </tr> <tr> <td>HCA</td> <td>98.2%</td> <td>56.6%</td> <td></td> <td>108.9%</td> <td>NA</td> </tr> <tr> <td rowspan="3">Theatres</td> <td>RN/RM</td> <td>95.4%</td> <td>95.7%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>ODPs</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> </tr> </tbody> </table>		Dec-16	Day			Night			St Helier	Epsom	EOC	St Helier	Epsom	EOC	Emergency Department	RN	95.1%	83.3%		92.2%	90.8%	HCA	98.2%	56.6%		108.9%	NA	Theatres	RN/RM	95.4%	95.7%				ODPs						Care staff						79% of wards achieved the standard of 50% or more of WML days taken. Epsom achieved this 67% of the time and St Helier achieved this 90% of the time. Wards not achieving this: QM2, B1, CCU epsom, Buckley, Swift, Northey. Some areas achieved more than 90%: Alex, Gloucester, Derby, Oaks, PACU, B6, C2.
Dec-16	Day				Night																																												
	St Helier	Epsom	EOC	St Helier	Epsom	EOC																																											
Emergency Department	RN	95.1%	83.3%		92.2%	90.8%																																											
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	Care staff																																																
 Supervisory Status	Our standard is for ward managers to be supervisory for at least half of their time on the ward	81.3%																																															

Additional Information	
December recruitment	8 registered nurses, 4 HCA and 2 associate practitioner posts recruited December.

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

Breakdown of Safe Staffing Levels - December 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	1531	85.9%	1256	1340	106.7%	1070	874	81.7%	1070	1334	124.7%
	A5 (A5)	1426	1222	85.7%	713	810	113.6%	1070	978	91.4%	713	989	138.7%
	A6 (A6)	1426	1215	85.2%	713	696	97.6%	1070	920	86.0%	713	828	116.1%
	AMUS (AMU)	2496	2307	92.4%	1426	1484	104.1%	2496	2267	90.8%	713	1001	140.4%
	B1 (Whitfield Unit)	1256	1073	85.4%	543	583	107.4%	713	713	100.0%	357	380	106.4%
	B3 (B3)	713	708	99.3%	357	334	93.6%	713	713	100.0%	357	368	103.1%
	B5S (B5 Surgical)	1969	1662	84.4%	1070	1135	106.1%	1426	1138	79.8%	713	1093	153.3%
	B6SS (B6 Medical Short Stay)	1070	905	84.6%	713	702	98.5%	713	725	101.7%	713	702	98.5%
	BEA1 (Beacon)	1483	1415	95.4%	357	357	100.0%	759	759	100.0%	748	737	98.5%
	C2E (C2 Escalation Ward)	713	713	100.0%	713	589	82.6%	713	736	103.2%	713	679	95.2%
	C3 (C3 Stroke Unit)	1783	1578	88.5%	899	1283	142.7%	1070	955	89.3%	713	1288	180.6%
	C4 (C4)	1070	1058	98.9%	1070	933	87.2%	1070	909	85.0%	357	575	161.1%
	C5 (C5)	1070	835	78.0%	357	421	117.9%	713	713	100.0%	357	357	100.0%
	C6 (C6)	1426	1208	84.7%	899	928	103.2%	1070	897	83.8%	713	1127	158.1%
	FDW (Frank Deas)	1783	1513	84.9%	713	824	115.6%	1070	1024	95.7%	713	817	114.6%
	HS (Harry Secombe)	1426	1358	95.2%	368	352	95.7%	1047	1024	97.8%	115	58	50.4%
	M2 (M2)	966	909	94.0%	546	523	95.7%	713	736	103.2%	357	357	100.0%
	MAT (Maternity Ward)	4416	4307	97.5%	1225	1060	86.5%	4278	4105	96.0%	1088	943	86.7%
	MMW (Mary Moore)	1426	1181	82.8%	713	709	99.4%	1070	759	70.9%	713	978	137.2%
	NNU (Neonatal Unit)	1860	1249	67.2%	372	314	84.4%	1860	1162	62.5%	372	253	68.0%
QM2 (QM2)	1705	1729	101.4%	414	414	100.0%	1380	1334	96.7%	0	0		
RB (Richard Bright)	1370	1300	94.9%	448	448	100.0%	1035	1012	97.8%	115	104	90.4%	
SCCU (Coronary Care Unit)	713	725	101.7%	0	0		713	702	98.5%	0	0		
SITU (ITU/HDU)	4462	4289	96.1%				4381	4347	99.2%				
Epsom Site	ALE (Alexandra)	1478	1282	86.7%	1176	1180	100.3%	1069	1046	97.8%	1172	1253	106.9%
	AMUC (Chuter Ede AMU)	3049	2752	90.3%	1782	1621	91.0%	2507	2218	88.5%	1426	1344	94.2%
	BRI (Britten)	1461	1156	79.1%	1283	1386	108.0%	1076	955	88.8%	1069	1403	131.2%
	BUC (Buckley)	1794	1594	88.9%	1425	1400	98.2%	1426	1219	85.5%	1080	1230	113.9%
	CAM (Croft)	1775	1379	77.7%	1424	1327	93.2%	1426	1057	74.1%	1069	1280	119.7%
	CSY (Casey)	1410	1306	92.6%	368	322	87.5%	1070	1058	98.9%	0	0	
	ECCU (Coronary Care Unit)	1604	1175	73.3%	361	400	110.8%	1076	919	85.4%	0	183	
	EITU (ITU/HDU)	1725	1644	95.3%				1656	1575	95.1%			
	EMAT (Maternity Unit)	2852	2589	90.8%	1069	899	84.1%	2495	2461	98.6%	1155	1058	91.6%
	GLO (Gloucester)	1392	1336	96.0%	773	760	98.3%	1092	964	88.3%	425	459	108.0%
	NOR (Northey)	1426	1369	96.0%	728	688	94.5%	1069	1046	97.8%	736	782	106.3%
	SCBU (Special Care Baby Unit)	685	685	100.0%	92	92	100.0%	713	713	100.0%	0	0	
	SWIF (Swift Ward)	1664	1437	86.4%	713	652	91.4%	1069	874	81.8%	92	126	137.0%
SWLEOC	DERB (Derby)	1380	1068	77.4%	690	588	85.2%	792	646	81.6%	264	264	100.0%
	OAKS (Oaks)	1854	1854	100.0%	936	936	100.0%	1116	1116	100.0%	372	372	100.0%
	PACU (EOC PACU - Recovery)	1940	1834	94.5%	331	362	109.4%	1077	1077	100.0%	0	0	
TOTAL		67,300	60,450	89.8%	29,036	28,852	99.4%	52,942	48,446	91.5%	21,283	24,722	116.2%