
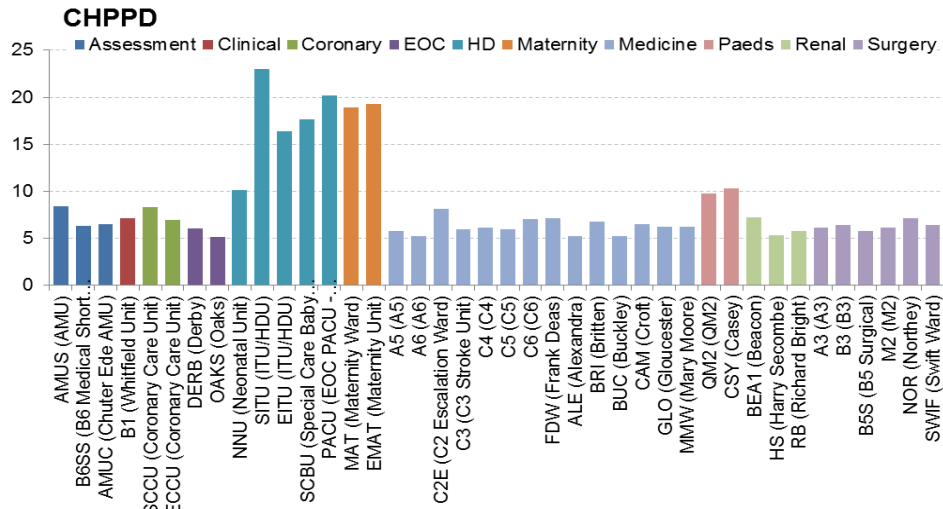




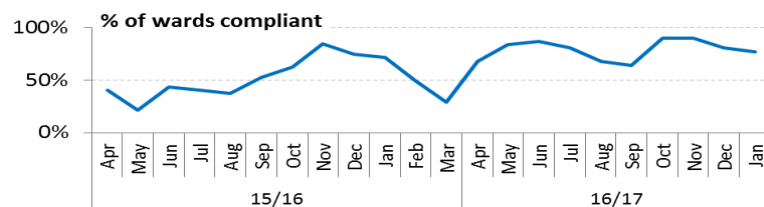


1-3 SAFE domain: Safe Staffing

Measure	Description	Jan-17	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.	7.5		<p>CHPPD continued to demonstrate an acceptable standard at 7.6. There were 5 wards that fell below 5.5 this month: A6, HS ward, Alex ward, Buckley ward, Oaks ward. All of these ward reported more than 80% fill rate for RN staff. A6 was challenged with total of 15 red flags, supported by Matron and additional HCA support.</p> <p>The introduction of the Safecare tool allows timely review of staffing needs for the service throughout a 24 hour period and there is a regular conference staff call led by the HON to support additional staff requirements.</p> <p>Additional HCA support on many wards is due to the inability to cover with RN staff. However Epsom CCU used band 4 staff where RN not available. Britten ward were challenged due to RN staff sickness and stroke nurses were used to support this area. B1 ward required additional support due to confused patient who needed additional HCA support.</p>
 Safe Staffing Registered nurses (RNs) Wards	RNs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Day shift: 90% Night shift: 96%		
 Safe Staffing Healthcare assistants (HCAs) Wards	HCAs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Day shift: 100% Night shift: 111%		
 Safe Staffing ED and Theatres	Monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.			
 Supervisory Status	Our standard is for ward managers to be supervisory for at least half of their time on the ward	77.4%		

Jan-17		Day			Night		
		St Helier	Epsom	EOC	St Helier	Epsom	EOC
Emergency Department	RN	89.8%	84.3%		97.6%	95.8%	
	HCA	99.3%	43.8%		102.8%	NA	
Theatres	RN/RM			94.8%			
	ODPs			99.2%			
	Care staff			99.1%			



77% of wards achieved the standard of 50% or more of WML days. Epsom achieved this 67% of the time and St Helier achieved this 84% of the time. Wards not achieving this were: Northey, Swift, Buckley, Gloucester, AMU St Helier, C6, A3.

Additional Information	
January Recruitment	17 new RN recruited in January with 4 internal promotions. 14 new HCA recruited. The recruitment team attended 3 university Careers Fairs for newly qualified RN and have plans to attend more in future.

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

Breakdown of Safe Staffing Levels - January 2017

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	1485	83.3%	1426	1343	94.2%	1070	955	89.3%	1070	1346	125.8%
	A5 (A5)	1426	1204	84.4%	713	896	125.7%	1070	966	90.3%	713	1013	142.1%
	A6 (A6)	1426	1152	80.8%	713	800	112.2%	1070	909	85.0%	713	851	119.4%
	AMUS (AMU)	2496	2256	90.4%	1783	1685	94.5%	2496	2381	95.4%	1426	1507	105.7%
	B1 (Whitfield Unit)	1256	1089	86.7%	543	604	111.2%	713	713	100.0%	357	471	131.9%
	B3 (B3)	713	702	98.5%	357	368	103.1%	713	736	103.2%	357	357	100.0%
	B5S (B5 Surgical)	1783	1672	93.8%	1426	1301	91.2%	1426	1241	87.0%	1070	1162	108.6%
	B6SS (B6 Medical Short Stay)	1070	899	84.0%	713	708	99.3%	713	713	100.0%	713	713	100.0%
	BEA1 (Beacon)	1449	1278	88.2%	357	357	100.0%	713	701	98.3%	713	702	98.5%
	C2E (C2 Escalation Ward)	713	708	99.3%	713	636	89.2%	713	702	98.5%	713	713	100.0%
	C3 (C3 Stroke Unit)	1783	1537	86.2%	713	871	122.2%	1070	1001	93.6%	713	978	137.2%
	C4 (C4)	1070	944	88.2%	1070	1060	99.1%	1070	886	82.8%	357	644	180.4%
	C5 (C5)	1070	836	78.1%	357	432	121.0%	713	713	100.0%	357	357	100.0%
	C6 (C6)	1426	1187	83.2%	899	920	102.3%	1070	909	85.0%	713	851	119.4%
	FDW (Frank Deas)	1783	1491	83.6%	713	911	127.8%	1070	1058	98.9%	713	807	113.2%
	HS (Harry Secombe)	1426	1213	85.1%	408	472	115.7%	1069	1037	97.0%		69	
	M2 (M2)	966	909	94.1%	543	532	97.9%	713	713	100.0%	357	357	100.0%
	MAT (Maternity Ward)	4427	4362	98.5%	1174	1214	103.4%	4266	4084	95.7%	1004	1000	99.6%
	MMW (Mary Moore)	1426	1204	84.4%	713	737	103.4%	1070	863	80.7%	713	943	132.3%
	NNU (Neonatal Unit)	1486	1286	86.5%	226	232	102.7%	1333	1290	96.8%	196	184	93.9%
QM2 (QM2)	1601	1578	98.6%	391	391	100.0%	1357	1357	100.0%	35	35	100.0%	
RB (Richard Bright)	1426	1295	90.8%	356	391	109.8%	1069	1046	97.8%	0	23		
SCCU (Coronary Care Unit)	713	713	100.0%	0	0		713	713	100.0%	0	0		
SITU (ITU/HDU)	4324	4117	95.2%				4381	4255	97.1%				
Epsom Site	ALE (Alexandra)	1424	1347	94.6%	1069	1080	101.0%	1069	1126	105.3%	1069	1092	102.2%
	AMUC (Chuter Ede AMU)	2852	2326	81.6%	1783	1692	94.9%	2496	2335	93.5%	1426	1369	96.0%
	BRI (Britten)	1444	1105	76.5%	964	1033	107.2%	1076	1023	95.1%	713	713	100.0%
	BUC (Buckley)	1787	1553	86.9%	1427	1276	89.4%	1426	1253	87.9%	1081	1207	111.7%
	CAM (Croft)	1779	1527	85.8%	1418	1303	91.9%	1433	1294	90.3%	1069	1321	123.6%
	CSY (Casey)	1371	1589	115.9%	380	422	111.1%	1035	1288	124.4%	0	0	
	ECCU (Coronary Care Unit)	1538	1135	73.8%	428	458	107.0%	1069	963	90.1%	0	57	
	EITU (ITU/HDU)	1667	1552	93.1%				1621	1564	96.5%			
	EMAT (Maternity Unit)	2852	2717	95.3%	1069	978	91.5%	2495	2564	102.8%	1155	1067	92.4%
	GLO (Gloucester)	1367	1174	85.9%	707	754	106.6%	1069	1036	96.9%	356	343	96.3%
	NOR (Northey)	1424	1363	95.7%	719	655	91.1%	1069	1000	93.5%	713	690	96.8%
	SCBU (Special Care Baby Unit)	713	676	94.8%	196	196	100.0%	713	713	100.0%	0	0	
	SWIF (Swift Ward)	1847	1599	86.6%	713	679	95.2%	1069	989	92.5%	369	356	96.5%
SWLEOC	DERB (Derby)	1620	1488	91.9%	810	768	94.8%	972	852	87.7%	324	348	107.4%
	OAKS (Oaks)	1878	1878	100.0%	662	662	100.0%	1116	1116	100.0%	372	372	100.0%
	PACU (EOC PACU - Recovery)	2220	2135	96.2%	308	260	84.4%	1147	1136	99.0%	12	35	291.7%
TOTAL		66,825	60,281	90.2%	28,960	29,077	100.4%	52,536	50,194	95.5%	21,662	24,053	111.0%