

# 1-3 SAFE domain: Safe Staffing

Measure	Description	Feb-17	Trend and Variation	Comments																																													
<b>CHPPD</b>	<i>Care Hours per Patient Day (CHPPD):</i> Actual hours of registered nurses and HCA's divided by total number of patient admissions every 24 hours.	<b>7.7</b>		<p><b>Care Hours per Patient Day</b> CHPPD for February was 7.65 which is in line with previous months and is an acceptable standard. There were only 3 wards which fell below 5.5. These were A6, Alex and MMW. MMW has had an establishment review and will be compliant in future months due to these changes.</p> <p><b>Safe Staffing compliance</b> Staff are now using the safecare tool which allows timely review of staffing needs throughout a 24 hour period. Staffing requirements have been further strengthened by additional training for the senior nurse late rota.</p> <p>Enhanced care (specials) have been required for A5 and C5 to support patients with complex needs. C5 and CCU Epsom were slightly below the 80% standard for staffing compliance. However, additional HCA support was used for these areas.</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.	<b>89%</b>																																															
	Day shift																																																
	Night shift	<b>94%</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.	<b>103%</b>																																															
	Day shift																																																
	Night shift	<b>115%</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 rowspan="2">Feb-17</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>Emergency RN</td> <td>81.0%</td> <td>95.0%</td> <td></td> <td>92.0%</td> <td>95.0%</td> <td></td> </tr> <tr> <td>Department HCA</td> <td>96.0%</td> <td>NA</td> <td></td> <td>100.0%</td> <td>NA</td> <td></td> </tr> <tr> <td rowspan="3">Theatres</td> <td>RN/RM</td> <td>85.0%</td> <td>91.0%</td> <td>97.0%</td> <td></td> <td></td> </tr> <tr> <td>ODPs</td> <td></td> <td></td> <td>NA</td> <td></td> <td></td> </tr> <tr> <td>Care staff</td> <td></td> <td></td> <td>NA</td> <td></td> <td></td> </tr> </tbody> </table>	Feb-17	Day			Night			St Helier	Epsom	EOC	St Helier	Epsom	EOC	Emergency RN	81.0%	95.0%		92.0%	95.0%		Department HCA	96.0%	NA		100.0%	NA		Theatres	RN/RM	85.0%	91.0%	97.0%			ODPs			NA			Care staff			NA		
Feb-17	Day				Night																																												
	St Helier	Epsom	EOC	St Helier	Epsom	EOC																																											
Emergency RN	81.0%	95.0%		92.0%	95.0%																																												
Department HCA	96.0%	NA		100.0%	NA																																												
Theatres	RN/RM	85.0%	91.0%	97.0%																																													
	ODPs			NA																																													
	Care staff			NA																																													
<b>Supervisory Status</b>	Our standard is for ward managers to be supervisory for at least half of their time on the ward	<b>84.0%</b>		<p><b>Supervisory Status</b> 84% of wards achieved the standard of 50% or more of WML days. Epsom achieved 75% of this time and St Helier achieved 90%. Wards not achieving this were: AMU, FDW, Norhey, Buckley, Croft.</p>																																													

**Additional Information**

February Recruitment: In February there were 15 new RN starters and 6 HCA's. A total of 3 nurses moved due to internal promotion and there were 4 internal transfers. A concentrated campaign for ED nurses resulted in 17 appointments being made, and a total of 28 nurses due to qualify this year have been offered posts, with more interviews taking place over the next few weeks.

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

## Breakdown of Safe Staffing Levels - February 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%	966	886	91.7%	966	1277	132.2%
	A5 (A5)	1426	1204	84.4%	713	896	125.7%	966	940	97.3%	644	1070	166.1%
	A6 (A6)	1426	1152	80.8%	713	800	112.2%	966	817	84.6%	644	817	126.9%
	AMUS (AMU)	2496	2256	90.4%	1783	1685	94.5%	2254	2197	97.5%	644	610	94.7%
	B1 (Whitfield Unit)	1256	1089	86.7%	543	604	111.2%	644	644	100.0%	322	334	103.7%
	B3 (B3)	713	702	98.5%	357	368	103.1%	644	644	100.0%	322	334	103.7%
	B5S (B5 Surgical)	1783	1672	93.8%	1426	1301	91.2%	1288	1172	91.0%	966	1060	109.7%
	B6SS (B6 Medical Short Stay)	1070	899	84.0%	713	708	99.3%	1288	1172	91.0%	644	954	148.1%
	BEA1 (Beacon)	1449	1278	88.2%	357	357	100.0%	644	644	100.0%	644	644	100.0%
	C2E (C2 Escalation Ward)	713	708	99.3%	713	636	89.2%	644	644	100.0%	644	621	96.4%
	C3 (C3 Stroke Unit)	1783	1537	86.2%	713	871	122.2%	966	943	97.6%	644	725	112.6%
	C4 (C4)	1070	944	88.2%	1070	1060	99.1%	966	851	88.1%	322	541	168.0%
	C5 (C5)	1610	1377	85.5%	1134	1316	116.0%	644	644	100.0%	322	529	164.3%
	C6 (C6)	1288	1151	89.4%	644	749	116.3%	966	886	91.7%	644	713	110.7%
	FDW (Frank Deas)	1288	1095	85.0%	644	633	98.3%	966	966	100.0%	644	679	105.4%
	HS (Harry Secombe)	2254	2055	91.2%	966	880	91.1%	908	908	100.0%	264	264	100.0%
	M2 (M2)	1134	967	85.3%	490	559	114.1%	644	644	100.0%	322	322	100.0%
	MAT (Maternity Ward)	644	639	99.2%	490	395	80.6%	3864	3622	93.7%	1000	890	89.0%
	MMW (Mary Moore)	1778	1471	82.7%	966	1164	120.5%	966	782	81.0%	644	817	126.9%
	NNU (Neonatal Unit)	1778	1471	82.7%	966	1112	115.1%	1938	1173	60.5%	311	219	70.4%
QM2 (QM2)	1288	1128	87.6%	322	357	110.9%	1254	1254	100.0%	0	24		
RB (Richard Bright)	644	644	100.0%	644	503	78.1%	966	920	95.2%	92	92	100.0%	
SCCU (Coronary Care Unit)	1610	1359	84.4%	1134	1251		644	644	100.0%	0	0		
SITU (ITU/HDU)	966	857	88.7%	966	1008		3921	3852	98.2%	0	0		
Epsom Site	ALE (Alexandra)	966	759	78.6%	322	506	157.1%	966	954	98.8%	966	1026	106.2%
	AMUC (Chuter Ede AMU)	1288	1107	85.9%	812	800	98.5%	2254	2202	97.7%	966	1276	132.1%
	BRI (Britten)	1610	1400	87.0%	644	731	113.5%	973	969	99.6%	653	644	98.6%
	BUC (Buckley)	1121	1020	91.0%	530	530	100.0%	1287	1125	87.4%	966	1252	129.6%
	CAM (Croft)	874	834	95.4%	534	484	90.6%	1288	1080	83.9%	966	1196	123.8%
	CSY (Casey)	4002	3993	99.8%	1217	1282	105.3%	966	909	94.1%	0	35	
	ECCU (Coronary Care Unit)	1288	1020	79.2%	644	673	104.5%	966	839	86.9%	0	96	
	EITU (ITU/HDU)	1909	1244	65.2%	330	311		1506	1484	98.5%			
	EMAT (Maternity Unit)	1498	1463	97.7%	337	325	96.4%	2254	2346	104.1%	1042	996	95.6%
	GLO (Gloucester)	1288	1133	88.0%	334	346	103.6%	973	966	99.3%	322	322	100.0%
	NOR (Northey)	644	644	100.0%	0	0		966	924	95.7%	644	667	103.6%
	SCBU (Special Care Baby Unit)	3910	3542	90.6%				644	644	100.0%	0	0	
	SWIF (Swift Ward)	1284	1143	89.0%	964	989	102.6%	966	885	91.6%	322	322	100.0%
SWLEOC	DERB (Derby)	2768	2241	81.0%	1305	1512	115.9%	1008	882	87.5%	336	347	103.3%
	OAKS (Oaks)	1302	1102	84.6%	868	865	99.7%	1008	1008	100.0%	468	492	105.1%
	PACU (EOC PACU - Recovery)	1620	1442	89.0%	1285	1236	96.2%	1006	994	98.8%	12	12	100.0%
<b>TOTAL</b>		<b>1,607</b>	<b>1,339</b>	<b>83.3%</b>	<b>1,284</b>	<b>1,051</b>	<b>81.9%</b>	<b>48,948</b>	<b>46,060</b>	<b>94.1%</b>	<b>19,312</b>	<b>22,219</b>	<b>115.1%</b>