
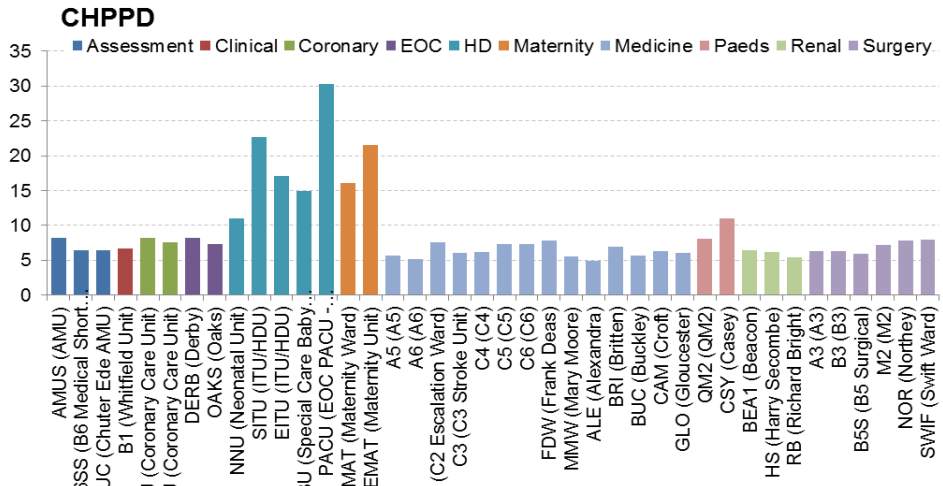




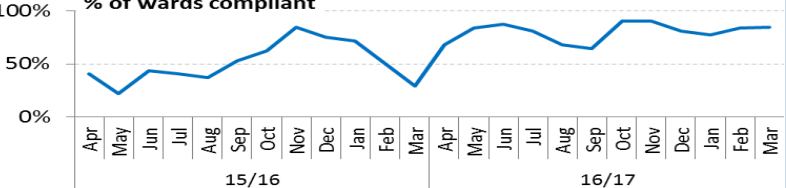


1-3 SAFE domain: Safe Staffing

Measure	Description	Mar-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.	7.7	 <p>CHPPD</p> <p>Legend: Assessment (blue), Clinical (red), Coronary (green), EOC (purple), HD (teal), Maternity (orange), Medicine (light blue), Paeds (pink), Renal (light green), Surgery (grey)</p>	<p>Care Hours per Patient Day CHPPD for March was 7.7 which has remained at a consistent reporting position for the Trust. Establishment reviews have been agreed for nursing trust wide for the next financial year and these reflect changes in care models i.e MMW.</p> <p>Safe Staffing compliance Staff are using the safecare tool to support decision making on the daily conference calls. Training is also being arranged for on call managers by the lead nurse to understand and use the safer care tool to support the out of hours decision making and maintain safety.</p> <p>Enhanced care (specials) have been required for B5, C5, A5, C6, C4, HSW, CCU (E) and Croft due to a higher demand of patients requiring additional observation to maintain patient safety. C5, C6, Swift, Croft and Gloucester were slightly below the 80% standard for staffing compliance. However additional HCA supported was used.</p>																																																					
 Safe Staffing Registered nurses (RNs) Wards	RNs monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	Day shift: 89% Night shift: 95%																																																							
 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: 112%																																																							
 Safe Staffing ED and Theatres	Monthly expected hours by shift versus actual monthly hours per shift. 80% threshold.	<table border="1"> <thead> <tr> <th colspan="2">Mar-17</th> <th colspan="3">Day</th> <th colspan="3">Night</th> </tr> <tr> <th colspan="2"></th> <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%</td> <td style="background-color: #f4a460;">76%</td> <td></td> <td>97%</td> <td>92%</td> <td></td> </tr> <tr> <td>HCA</td> <td>98%</td> <td>92%</td> <td></td> <td>102%</td> <td>NA</td> <td></td> </tr> <tr> <td rowspan="3">Theatres</td> <td>RN/RM</td> <td colspan="3" style="text-align: center;">86%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>ODPs</td> <td></td> <td></td> <td>NA</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Care staff</td> <td></td> <td></td> <td>NA</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Mar-17		Day			Night					St Helier	Epsom	EOC	St Helier	Epsom	EOC	Emergency Department	RN	95%	76%		97%	92%		HCA	98%	92%		102%	NA		Theatres	RN/RM	86%						ODPs			NA				Care staff			NA			
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 Supervisory Status	Our standard is for ward managers to be supervisory for at least half of their time on the ward	85.0%	 <p>% of wards compliant</p> <p>Legend: Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Jan, Feb, Mar (15/16); Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec, Jan, Feb, Mar (16/17)</p>	<p>Supervisory Status 85% of wards achieved the standard of 50% or more WML day. Epsom achieved 77% of this time and St Helier achieved 90%. Wards not achieving this were C5, M2, Northey, Swift and Buckley.</p>																																																					

Additional Information

March Recruitment	In March a total of 20 Registered nurses started in new posts, with 9 of these being internal promotions 3 EU Nurses started in Band 4 positions whilst awaiting their PIN and a total of 13 HCA's started working with the Trust Recruitment campaigns are ongoing with band 5 and 6 assessment days set up on a regular basis at East Street. The first 3 of our new nurses from India arrive on 17 May
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Executive lead: Charlotte Hall, Chief Nurse
 Report lead: Tracy Whelan, Head of Nursing

Breakdown of Safe Staffing Levels - March 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	1543	86.5%	1426	1352	94.8%	1070	1001	93.6%	1070	1277	119.3%
	A5 (A5)	1426	1227	86.0%	713	761	106.7%	1070	897	83.8%	713	1047	146.8%
	A6 (A6)	1426	1175	82.4%	713	708	99.3%	1070	886	82.8%	713	874	122.6%
	AMUS (AMU)	2496	2234	89.5%	1426	1328	93.1%	2496	2450	98.2%	1070	1001	93.6%
	B1 (Whitfield Unit)	1256	1087	86.5%	543	549	101.1%	713	713	100.0%	357	357	100.0%
	B3 (B3)	713	713	100.0%	357	314	88.0%	713	713	100.0%	357	403	112.9%
	B5S (B5 Surgical)	1783	1575	88.3%	1426	1381	96.8%	1426	1264	88.6%	1070	1001	93.6%
	B6SS (B6 Medical Short Stay)	1070	956	89.3%	713	702	98.5%	1070	1070	100.0%	357	357	100.0%
	BEA1 (Beacon)	1236	1134	91.7%	586	586	100.0%	713	713	100.0%	759	736	97.0%
	C2E (C2 Escalation Ward)	713	707	99.2%	713	526	73.8%	713	725	101.7%	713	598	83.9%
	C3 (C3 Stroke Unit)	1783	1533	86.0%	899	954	106.1%	1070	1035	96.7%	713	863	121.0%
	C4 (C4)	1426	1284	90.0%	713	715	100.3%	1070	873	81.6%	357	621	173.9%
	C5 (C5)	1070	811	75.8%	357	688	192.7%	713	713	100.0%	357	666	186.6%
	C6 (C6)	1426	1134	79.5%	899	976	108.6%	1070	932	87.1%	713	1001	140.4%
	FDW (Frank Deas)	1783	1567	87.9%	713	760	106.6%	1070	1035	96.7%	713	747	104.8%
	HS (Harry Secombe)	1432	1353	94.5%	531	531	100.0%	1128	1138	100.9%	220	220	100.0%
	M2 (M2)	978	783	80.0%	587	615	104.8%	713	713	100.0%	357	334	93.6%
	MAT (Maternity Ward)	4427	4277	96.6%	1349	1307	96.9%	4278	4025	94.1%	1092	1000	91.6%
	MMW (Mary Moore)	1426	1095	76.8%	713	772	108.3%	1070	863	80.7%	713	966	135.5%
	NNU (Neonatal Unit)	1199	1187	99.0%	248	259	104.4%	1196	1104	92.3%	161	161	100.0%
QM2 (QM2)	1555	1417	91.1%	383	347	90.6%	1288	1231	95.6%	0	104		
RB (Richard Bright)	1426	1278	89.6%	356	384	107.9%	1013	1000	98.7%	57	57	100.0%	
SCCU (Coronary Care Unit)	713	713	100.0%	0	0		713	713	100.0%	0	0		
SITU (ITU/HDU)	3991	3772	94.5%				4048	3945	97.5%				
Epsom Site	ALE (Alexandra)	1427	1231	86.3%	1084	996	91.9%	1069	1069	100.0%	1069	1092	102.2%
	AMUC (Chuter Ede AMU)	3043	2415	79.4%	1435	1388	96.7%	2496	2403	96.3%	1100	1081	98.3%
	BRI (Britten)	1443	1186	82.2%	976	1005	103.0%	1081	1073	99.3%	717	713	99.4%
	BUC (Buckley)	1795	1668	92.9%	1426	1395	97.8%	1426	1263	88.6%	1083	1403	129.5%
	CAM (Croft)	1783	1384	77.6%	1421	1328	93.5%	1426	1148	80.5%	1069	1388	129.8%
	CSY (Casey)	1249	1352	108.2%	489	488	99.8%	1035	1196	115.6%	0	58	
	ECCU (Coronary Care Unit)	1519	1237	81.4%	467	413	88.4%	1069	978	91.5%	0	69	
	EITU (ITU/HDU)	1656	1622	97.9%				1610	1598	99.3%			
	EMAT (Maternity Unit)	2852	2796	98.0%	1069	1044	97.7%	2495	2498	100.1%	1155	1090	94.4%
	GLO (Gloucester)	1360	1050	77.2%	711	726	102.1%	1069	1070	100.1%	356	356	100.0%
	NOR (Northey)	1440	1319	91.6%	713	639	89.6%	1069	966	90.4%	713	713	100.0%
	SCBU (Special Care Baby Unit)	685	685	100.0%	92	92	100.0%	713	713	100.0%	0	0	
SWIF (Swift Ward)	1874	1451	77.4%	713	697	97.8%	1069	977	91.4%	356	322	90.4%	
SWLEOC	DERB (Derby)	1860	1584	85.2%	930	930	100.0%	1116	984	88.2%	372	398	107.0%
	OAKS (Oaks)	1860	1818	97.7%	1302	1302	100.0%	1116	1080	96.8%	372	408	109.7%
	PACU (EOC PACU - Recovery)	2011	1881	93.5%	367	390	106.3%	1065	1065	100.0%	0	0	
TOTAL		66,394	59,234	89.2%	29,559	29,348	99.3%	52,418	49,833	95.1%	20,994	23,482	111.9%