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WALES

Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	16 th August 2018	Agenda Item	3b.
Report Title	<i>Nurse Staffing Levels (Wales) Act Update</i>		
Report Author	Helen Griffiths, Interim Corporate Head of Nursing		
Report Sponsor	Cathy Dowling, Interim Deputy Director of Nursing & Patient Experience		
Presented by	Gareth Howells, Director of Nursing and Patient Experience		
Freedom of Information	Open		
Purpose of the Report	To provide the Workforce and Organisational Development Committee with an update on the Nurse Staffing Levels (Wales) Act.		
Key Issues	<ul style="list-style-type: none"> • The Nurse Staffing (Wales) Act Task and Finish Group was initially established in July 2017 and has since been updated to be the Health Board Steering Group – Nurse Staffing (Wales) Act 2016 • The Workforce Solutions and Improvement Group has also been established as Part B of the Nurse Staffing (Wales) Act Steering Group. • A Nurse Staffing (Wales) Act update paper was presented to the Board on the 25th June 2018 outlining the current position of the Health Board and the options available to comply with the Nurse Staffing Levels (Wales) Act. The Board supported Option Three to maintain the ongoing compliance of the Act. 		
Specific Action Required <i>(please ✓ one only)</i>	Information	Discussion	Assurance
			✓
Recommendations	<p>The Workforce and OD Committee is asked to;</p> <ul style="list-style-type: none"> • Note the position and responsibilities in implementing all sections of the Nurse Staffing (Wales) Act, which is clearly outlined in the attached Board paper • Note the governance arrangements and reporting routes for Nurse Staffing (Wales) Act implementation which are clearly outlined in both Terms of Reference (attached) • Note the decision of the Board to progress with Option Three to maintain the ongoing compliance with the Act. 		

Nurse Staffing Levels (Wales) Act Update

1. INTRODUCTION

During the last year, regular update reports have been provided to the Workforce and Organisational Development Committee on the steps being taken to enable the Health Board to declare compliance with the requirements of the Nurse Staffing Levels (Wales) Act and to also demonstrate application of the statutory guidance issued to Health Boards in November 2017.

2. BACKGROUND

As previously reported in the March Workforce and Organisational Development Committee, the Health Board has undertaken a number of actions to prepare for the Nurse Staffing (Wales) Act. The Nurse Staffing (Wales) Act Task and Finish Group was initially established in July 2017 and has since been updated to be the Health Board Steering Group – Nurse Staffing (Wales) Act 2016 (Appendix 1). The purpose of the Group is to manage and monitor the Health Boards requirements and implementation of the Nurse Staffing (Wales) Act. The group has developed systems and processes to capture data required for the Act. The group is chaired by the Interim Deputy Director of Nursing and Patient Experience and has Senior Multi-Disciplinary representation.

The Workforce Solutions and Improvement Group has also been established as Part B of the Nurse Staffing (Wales) Act Steering Group. The purpose of this group is to focus on key work streams to support compliance to the Act (Appendix 2).

As part of the work programme of the Steering Group a Nurse Staffing (Wales) Act update paper was presented to the Board on the 25th June 2018 (Appendix 3). The paper outlined the current position of the Health Board and the options available to comply with the Nurse Staffing Levels (Wales) Act. The paper set out the extensive nurse staffing level review, which had been led by the Interim Director of Nursing and Patient Experience in collaboration with the Unit Nurse Directors, Heads of Nursing, Ward Sisters/Managers and senior members of the Human Resources and Finance teams. The Board supported Option Three to maintain the ongoing compliance of the Act. The Board paper was also presented to Quality and Safety Committee in July for information. A further update will be provided to the Development Board in October and Board in November.

3. GOVERNANCE AND RISK ISSUES

Detailed in appendix 3.

4. FINANCIAL IMPLICATIONS

Detailed in appendix 3.

5. RECOMMENDATION

The Workforce and OD Committee is asked to;

- Note the position and responsibilities in implementing all sections of the Nurse Staffing (Wales) Act, which is clearly outlined in the attached Board paper
- Note the governance arrangements and reporting routes for Nurse Staffing (Wales) Act implementation which are clearly outlined in both Terms of Reference (attached)
- Note the decision of the Board to progress with Option Three to maintain the ongoing compliance with the Act.

Governance and Assurance							
Link to corporate objectives <i>(please ✓)</i>	Promoting and enabling healthier communities		Delivering excellent patient outcomes, experience and access	Demonstrating value and sustainability	Securing a fully engaged skilled workforce	Embedding effective governance and partnerships	
			✓		✓		
Link to Health and Care Standards <i>(please ✓)</i>	Staying Healthy	Safe Care	Effective Care	Dignified Care	Timely Care	Individual Care	Staff and Resources
		✓	✓	✓	✓	✓	✓
Quality, Safety and Patient Experience							
The Act requires health service bodies to make provision for appropriate nurse staffing levels and ensure that they are providing sufficient nurses to allow them time to care for patients sensitively.							
Financial Implications							
£3M per annum – Further detail in appendix 3							
Legal Implications (including equality and diversity assessment)							
The Nurse Staffing Levels (Wales) Act 2016 became law in March 2016.							
Staffing Implications							
Based upon the calculations undertaken using the required triangulated methodology, an uplift of 52.26 registered nurses and 135.61 Health Care Support Workers to our establishments is required.							
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)							
Compliance with the Act. Correct amount of staff within our wards to care sensitively for patients							
Report History							
Appendices		Appendix 1 – Nurse Staffing Act Steering TOR. Updated May 2018 Appendix 2 – Nursing Workforce Improvement Group (Part B) Appendix 3 – Aug 18. Nurse Staffing Board June 2018					