



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



|  |   |                                     |                          |
|--|---|-------------------------------------|--------------------------|
| <b>Meeting Date</b>  | <b>17 December 2019</b>   | <b>Agenda Item</b>                  | <b>5.2</b>               |
| <b>Report Title</b>  | Nursing and Midwifery Board update  |                                     |                          |
| <b>Report Author</b>   | Helen Griffiths Corporate Head of Nursing<br>Lynne Jones Head of Nursing Education  |                                     |                          |
| <b>Report Sponsor</b>  | Gareth Howells Director of Nursing & patient Experience<br>Cathy Dowling Assistant Director of Nursing & Patient Experience   |                                     |                          |
| <b>Presented by</b>  | Lynne Jones Head of Nursing Education   |                                     |                          |
| <b>Freedom of Information</b>                                      | Open  |                                     |                          |
| <b>Purpose of the Report</b>                                       | To update the Workforce & OD committee on key relevant nursing matters  |                                     |                          |
| <b>Key Issues</b>  | <ul style="list-style-type: none"> <li>• NMC Education Standards</li> <li>• Health Board support for PhD study for Nurses and Midwives</li> <li>• Nursing Now Nightingale Challenge</li> <li>• HVO Top of Licence Working</li> <li>• Verification of Death Policy and Training</li> <li>• Overseas Nurse Recruitment</li> <li>• Royal College of Nursing Nurse of the Year Awards</li> <li>• Swansea University Annual Mentor Awards Ceremony 20/11/2019</li> </ul> |                                     |                          |
| <b>Specific Action Required</b><br><i>(please choose one only)</i> | <b>Information</b>  | <b>Discussion</b>                   | <b>Assurance</b>         |
|  | <input checked="" type="checkbox"/>   | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| <b>Recommendations</b>   | Members of the Workforce and OD Committee are asked to Note The Updates   |                                     |                          |
|  |   |                                     |                          |

# **Nursing and Midwifery Board Report**

## **1. INTRODUCTION**

To update the Workforce & OD Committee on key relevant nursing matters.

## **2. BACKGROUND**

The report provides updates on key nursing matters of relevance as outlined below

### **NMC Educational Standards**

The embedded paper below reports on the work completed by the all Wales Pre-Registration Nursing & Midwifery Group, and the health board NMC Education Standards Implementation Group.

The focus of this paper is the preparation required for the roles of Practice Supervisor and Practice Assessor within the health board.

There are 1400 mentors in the health board who will require transition training (half day) for the new roles of practice supervisor and practice assessor. Training will commence in January 2020. .



NMC Education  
Standards November

### **Health Board support for PhD study for Nurses and Midwives**

Nursing and midwifery research in the UK is currently underdeveloped and more support is required to facilitate nurses and midwives to attain Doctorates. PhDs are the gold standard required to embark on a research career. The health board expressed a commitment in the Nursing and Midwifery Strategy to support scholarship for nurses and midwives in order to enhance practice and improve patient care.

In July 2018 an SBAR report was presented at the Nursing and Midwifery Board to support up to three Swansea Bay University health Board (SBUHB) nurses and midwives per year to commence study to PhD level. Two registrants have commenced PhD study in this academic year. Nursing Midwifery Board have continued to support this opportunity for the academic year and recruitment will commence early 2020. The fees are fully funded by the post registration contract with Swansea University.

## **Nursing Now Nightingale Challenge**

The health board has registered for the Nightingale Challenge and we are currently recruiting to band five clinical academic nursing posts. These new and innovative posts will include a 12-month programme of research and development and will require a one-day study per week.

## **HVO Top of Licence Working**

- **Trainee Assistant Practitioner**

Recruitment to the post of band 3 Trainee Assistant Practitioners has commenced. The health board have a plan to employ a cohort of 12-15 to commence an accelerated HE certificate programme with Swansea University for 12 months from January 2020. HEIW have committed £66,000 to cover the full cost of the programme fees. The trainee roles will be placed in wards at Morriston, Singleton and Neath.

- **Summary of Roles.**

As part of the Top of Licence work a role summary document has been developed and approved at Nursing & Midwifery Board. The document clarifies the different responsibilities and level of practice for band 2-5 roles in nursing.



Role Summary HCA  
to RNs FINAL.docx

- **Verification of Advanced Practitioner title.**

An Internal Application Process has been developed to verify the title of Advanced Practitioner for staff who are able to evidence through portfolio assessment that they are working at this level. Four applications have been received for the first scrutiny panel to be held in January 2020. See embedded document



Portfolio  
Assessment Form Ac

## **Verification of Death Policy and Training**

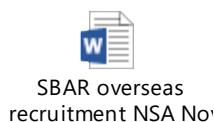
In response to a letter received from Welsh Government in June 2019 the health board Verification of Death Training & Policy has been reviewed. This updated policy and proposed model of training, has been approved by Nursing

& Midwifery Board. The policy and training also applies to Allied Health Professionals, and is, currently being considered, within their professional forum. See embedded documents.



## Overseas Nurse Recruitment

The embedded paper below provides an update on the current activity with overseas nurse recruitment. This remains an essential part of the health board nurse recruitment strategy with a potential for upscaling in the next financial year.



## Royal College of Nursing Nurse of the Year Awards

Eight Swansea Bay nurses have been recognised for their outstanding work in a national awards ceremony.

Jean Saunders triumphed in the 2019 RCN Wales Nurse of the Year Awards, winning both the Community Nursing Award and Nurse of the Year.

Mitchell Richards claimed the Nursing Student prize and Lynne Hall won the Registered Nurse (Adult) award.

Five other nurses were named runner-up in their categories. They are Lesley Jenkins (who was nominated for the Chief Nursing Officer for Wales award), Sharron Price (Innovation in Nursing award), Catherine Thomas (Registered Nurse (Adult) award), Nicola Derrick and Edward Stark (both Nurse Education award nominees).

## Swansea University Annual Mentor Awards Ceremony 20/11/2019 Our Winners!

- Going the Extra Mile as a Mentor – Anne-Marie Thomas, Afan Community Team
- Exceptionally Innovative Learning Environment – Ward G, Morriston Hospital
- Outstanding Contribution to Support Student Learning in Practice – Karen Francis, Cefn Coed Hospital
- Outstanding Involvement in Midwifery Mentorship – Cath Gordon – Midwife Led Unit, Singleton Hospital
- Excellent in Partnership Working (Nursing) – Emergency Department, Morriston Hospital

- Excellent in Partnership Working (Midwifery) – Kathy Silvey, Community Midwife
- Overall Mentor of the Year – Remi Jose, Ward 9, Singleton Hospital

### **3. GOVERNANCE AND RISK ISSUES**

Governance and risks are managed appropriately.

### **4. FINANCIAL IMPLICATIONS**

Financial implications are outlined where appropriate.

### **5. RECOMMENDATION**

Workforce & OD Committee are asked to note the papers for information and discussion if required.

|   |   |                                     |
|---|---|-------------------------------------|
| <b>Governance and Assurance</b>   |   |                                     |
| <b>Link to Enabling Objectives</b><br><i>(please choose)</i>  | <b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b> |                                     |
|   | Partnerships for Improving Health and Wellbeing   | <input checked="" type="checkbox"/> |
|   | Co-Production and Health Literacy   | <input checked="" type="checkbox"/> |
|   | Digitally Enabled Health and Wellbeing  | <input type="checkbox"/>            |
|   | <b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>         |                                     |
|   | Best Value Outcomes and High Quality Care   | <input checked="" type="checkbox"/> |
|   | Partnerships for Care   | <input checked="" type="checkbox"/> |
|   | Excellent Staff   | <input checked="" type="checkbox"/> |
|   | Digitally Enabled Care  | <input type="checkbox"/>            |
|   | Outstanding Research, Innovation, Education and Learning  | <input checked="" type="checkbox"/> |
| <b>Health and Care Standards</b>  |   |                                     |
| <i>(please choose)</i>  | Staying Healthy   | <input type="checkbox"/>            |
|   | Safe Care   | <input checked="" type="checkbox"/> |
|   | Effective Care  | <input checked="" type="checkbox"/> |
|   | Dignified Care  | <input type="checkbox"/>            |
|   | Timely Care   | <input type="checkbox"/>            |
|   | Individual Care   | <input type="checkbox"/>            |
|   | Staff and Resources   | <input checked="" type="checkbox"/> |
| <b>Quality, Safety and Patient Experience</b>   |   |                                     |
| All areas discussed relate to a focus on improved quality patient and safety experience.                      |   |                                     |
| <b>Financial Implications</b>   |   |                                     |
| Financial implications are discussed where appropriate.   |   |                                     |
| <b>Legal Implications (including equality and diversity assessment)</b>                                       |   |                                     |
| To meet the Nursing & Midwifery council requirements.   |   |                                     |
| <b>Staffing Implications</b>  |   |                                     |
| Staffing implications are outlined where appropriate.   |   |                                     |
| <b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b> |   |                                     |
| Elements of the report have been discussed in the following forums  |   |                                     |
| <b>Report History</b>   | Nursing Midwifery Board November 2019. Nurse Staffing Act Group Meeting November 2019   |                                     |
| <b>Appendices</b>   | Attached in main body:  |                                     |