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Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	27th February 2019	Agenda Item	4.3
Meeting	Workforce and Operational Development committee		
Report Title	Nurse Staffing Levels (Wales) Act		
Report Author	Rob Jones, Corporate Matron		
Report Sponsor	Helen Griffiths Interim Corporate Head of Nursing		
Presented by	Gareth Howells, Director of Nursing and Patient Experience		
Freedom of Information	Open		
Purpose of the Report	Report the nurse staffing calculations submitted by Unit Nurse Directors of ward areas that fall under the remit of the Nurse Staffing Act.		
Key Issues	Ensure compliance of calculations and reporting strategies in order to guide the Board to inform decisions regarding safe staffing numbers.		
Specific Action Required <i>(please ✓ one only)</i>	Information	Discussion	Assurance
			✓
Recommendations	Members are asked to: <ul style="list-style-type: none"> • NOTE the contents of this paper and the phased implementation approach to fully comply with the agreed calculations presented to Board on the 25th June 2018. 		

NURSE STAFFING LEVELS (WALES) ACT 2016

1. INTRODUCTION

This report aims to provide an up to date position of the health board's progress in implementation of the statutory requirements of the nurse staffing levels (Wales) Act. Previous reports have advised of the methodology followed as required within the all wales guidance, the wards meeting the defined criteria for inclusion along with the registered and non- registered workforce required. The Executive Board previously agreed to implement a phased risk based approach to meet the deficit in the funding identified to meet the nursing workforce requirements for the wards in scope.

2. BACKGROUND

The calculations during 2018 identified that there was a need to change the funded establishments of registered and non-registered nurses across the 39 wards. The required change is summarised in the table below. The board agreed to fund by way of a phased risk assessed implementation plan. This phased implementation increased investment in nursing by £2.4m for Phase 1 and a further £1.5m for Phase 2 in April 2019 making us fully compliant with the financial/funding element of the Act.

3. ASSESSMENT

- **Morrison**

Following the 2018 establishment review Morrison hospital received an increase of 59.7 WTE Health Care Support Workers with a further increase of 17 WTE's as of April 2019 in order to meet the Nurse Staffing Act calculations. Due to the number of Registered Nurse vacancies within the Health Board it was seen as a priority to invest into positions confident that we could appoint to. The review showed a deficit of 8.34 WTE Registered Nurses, establishment budgets have been adjusted to meet this new figure and while recruitment into these posts is underway, any deficits are being supported by registered bank and agency staff.

Total financial investment into **Morrison Hospital is £2,272,000**

- **Princess of Wales**

The bi-annual reviews performed during 2018 identified that the reportable areas required 204.96 WTE, 7.52 less than that funded for Registered Nurses. Despite this, the POW funded allocation for Registered Nurses remained unchanged and they retained the funded budgets. In September 2018, an additional 11.62 WTE Health Care Support Worker budget was allocated to the establishments. In line with our risk based implementation it was planned that in April 2019 a further 3.9 WTE allocation would be provided.

Total financial investment into **POWH £197,000**

- **Singleton**

The 2018 establishment review of Singleton hospital resulted in an additional 27.7 WTE Health Care Support Workers with a further 2.6 WTE scheduled for April 2019 being included within the establishment budgets. An increase of 13.75 WTE Registered Nurses is underway as establishment budgets have been adjusted to meet this new figure and again while recruitment to these posts is underway, any deficits are being supported by registered bank and agency staff.

Total financial investment into **Singleton Hospital £1,297,000**

- **Neath Port Talbot**

In Neath Port Talbot hospital an additional 2.7 WTE Registered Nurses and 1.1 WTE Health Care Support Workers were identified as being required during the Nurse Staffing Act calculations. Establishment budgets have been adjusted to take effect as of 1st April 2019 and the recruitment process into these posts has begun.

- Total financial investment into **NPT Hospital £130,000**

4. PROGRESS

The Nurse Staffing Act steering group have focused on a number of key elements to ensure the Health Board are compliant with the Act and are taking all reasonable step in order to achieve the calculated planned roster of both registered nurses and health care support workers. The elements include:

- The production and implementation of an operational framework
- Monthly risk assessments of reportable ward areas
- Progressing work in the development of a dashboard to report breaches of the Act.
- Implementation of electronic devices to capture live patient acuity data.
- Furthering the development of the 'growing our own' initiative for health care support workers to undertake a degree in nursing.
- Overseas nurse recruitment monitoring.
- Student streamlining project
- Redevelopment of our Return to Practice programme.
- Ongoing work migrating all nurses to an electronic rostering system that integrates to nurse bank.
- Reviewing the national staffing standards for areas that are currently not reportable under the Act.
- Co-ordinating recruitment events within all service delivery units.
- Piloting a new exit interview in order to ascertain why staff are leaving the health board and look at ways to rectify situation.
- Training & development plans
- Rigorous approval process to ensure accuracy of the 6 monthly acuity data

- Ensure planned roster posters are produced and displayed on the entrance to each reporting ward

5. RECOMMENDATION / OPTIONS

- **NOTE** the contents of this paper and the phased implementation approach to fully comply with the agreed calculations presented to Board on the 25th June 2018.

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 Nurse Staffing levels (Wales) Act calculates the required amount of nursing staff needed within our acute medical and surgical wards by use of a triangulated method, Quality outcomes, patient acuity and professional judgement.							
Financial Implications							
Legal Implications (including equality and diversity assessment)							
Legal requirement to evidence all reasonable steps taken to comply with the Act.							
Staffing Implications							
Establishment budgets represent full compliance with the Act.							
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)							
Report History	Nurse staffing Act steering group 8/2/19						
Appendices							