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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	22 July 2019	Agenda Item	5.3	
Report Title	Nursing and Midwifery Board update			
Report Author	Helen Griffiths Corporate Head of Nursing			
Report Sponsor	Cathy Dowling Assistant Director of Nursing & Patient Experience			
Presented by	Gareth Howells Director of Nursing & Patient Experience			
Freedom of Information	Open			
Purpose of the Report	To update the Workforce & OD committee on key relevant nursing matters			
Key Issues	<ul style="list-style-type: none"> • Nurse Staffing Act • High Value Opportunity Projects • Recruitment, Retention, vacancies, Sickness • Nursing Midwifery Council (NMC) Fitness to Practice 			
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance	Approval
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendations	Members are asked to: <ul style="list-style-type: none"> • 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;

Nurse Staffing Act

The Nurse Staffing Levels (Wales) Act requires health service bodies to make provision for appropriate nurse staffing levels, and ensure that they can evidence:

- Sufficient nurses to sensitively care for patients.
- Robust workforce plans & recruitment strategies.
- Bi-annual establishment reviews using the triangulated process of quality indicators, an acuity audit and professional judgement.
- Structures and processes in place to ensure appropriate nurse staffing levels are maintained, and monitored across their organisations.

The Health Board participated in the All Wales adult acuity audit for January 2019, resulting in some improvement in the quality of validation of the acuity data.

Agreement has been reached through the Board Nurse Staffing Act Steering group that further improvements are expected for the June 2019 adult acuity audit. The June adult acuity audit has been completed, and reflects the uplifted budgeted establishments from April 2019 that were required following previous triangulated calculations.

It is anticipated, that paediatrics will be the next areas in which we are required to calculate and report to Welsh Government under the remit of the Nurse Staffing Act. We are awaiting notification from Welsh Government to progress implementation. The Health board have prepared in order to comply with the requirements.

This month's Nurse Staffing Act Meeting concentrated on the three Nursing High Value Opportunity Projects which are;

1. Top of Licence Working

The key aims of this project are ;

- To implement the Assistant Practitioner role within the health Board (Band 4)
- Standardise core job descriptions for Health Care Support Workers (HCSW) Band 2, 3 and Assistant Practitioners aligned to the HCSW Career Framework.

- Standardise Job Descriptions - Registered Workforce: particularly advanced practitioners and consultant nurse/midwives.
- Identify Service Delivery Unit workforce re-design projects within the Health Board, and enable the sharing of this learning to facilitate upscaling.

Appendix 1 see attached PID

2. Efficient Nursing Workforce. The Key aims of the project is to;

- Complete the migration of the nursing workforce at Morriston Delivery Unit on to Health Roster and complete the implementation of the nursing workforce to Health Roster within all the remaining Delivery Units.
- Agree and implement an updated nurse rostering policy.
- Implement the 'Efficiency Framework' for efficient nurse rostering in the delivery units. The focus will be on ensuring that balanced rosters are approved on a timely basis.
- Implement Scrutiny Panels in Delivery Units to monitor Key Performance Indicators, and ensure compliance against Nurse Rostering policy.
- Implement performance reviews for each Delivery Unit.
- Implement the 'Safe Care' module in the Service Delivery Units, commencing in September 2019 in Singleton Hospital, and then a roll out to all Delivery Units.

Appendix 2 see attached PID

3. Enhanced Supervision The Key aims of the project is;

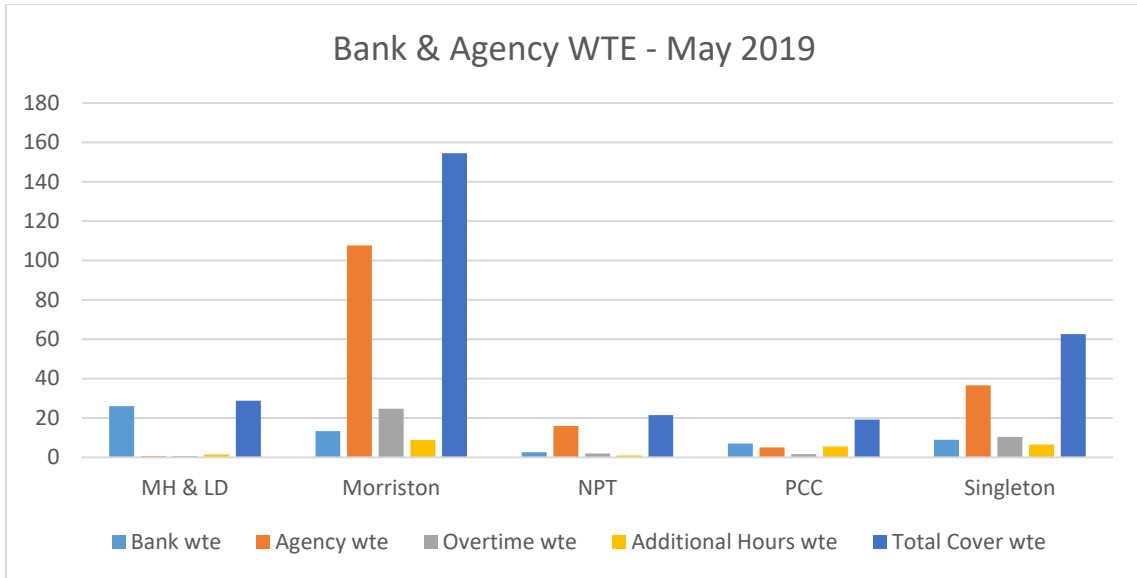
- Research the baseline usage for Enhanced Supervision within the hospitals across the Health board.
- Clearly identify what is the baseline usage for Enhanced Supervision in hotspots areas within hospitals.
- Develop and agree an updated Health Board policy for Enhanced Supervision.
- Clearly identify nursing workforce re-design opportunities.
- Evaluate the Quality and Care for patients requiring Enhanced Supervision.
- Reduce the number of avoidable Enhanced Supervision additional requests (which are above the normal substantive budgeted establishments).

Appendix 3 see attached PID

NURSE BANK

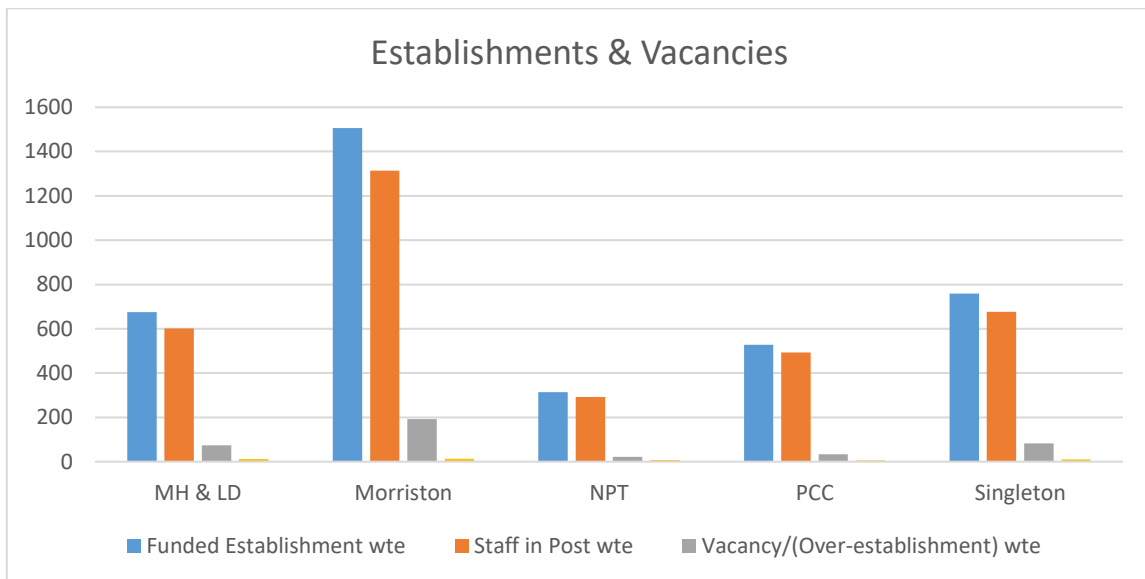
The Health Board continues to rely on temporary staffing (bank and agency) to ensure safe staffing levels are maintained. The Nurse Bank provides a six day week service across the Health Board filling vacant shift requests with Registered Nurses and HCSWs. This has reduced costs significantly and also improved the quality of care being provided to our patients.

Fill rates for May are between 81 and 83%.



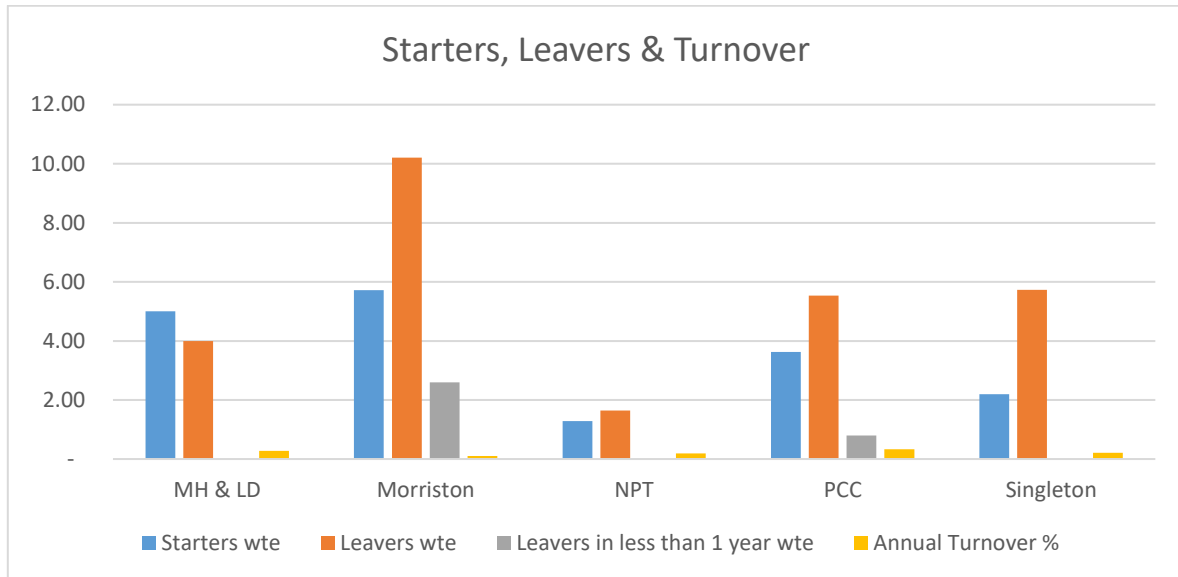
VACANCY ANALYSIS

Service delivery units remain extremely active in their recruitment events, with at least monthly events being held at Morriston's education centre. These events although hosted by Morriston are able to recruit for all areas that have vacancies and open job adverts. We currently have 324 band 5 nurse vacancies, establishment and staff in post data per SDU can be seen in the table below:



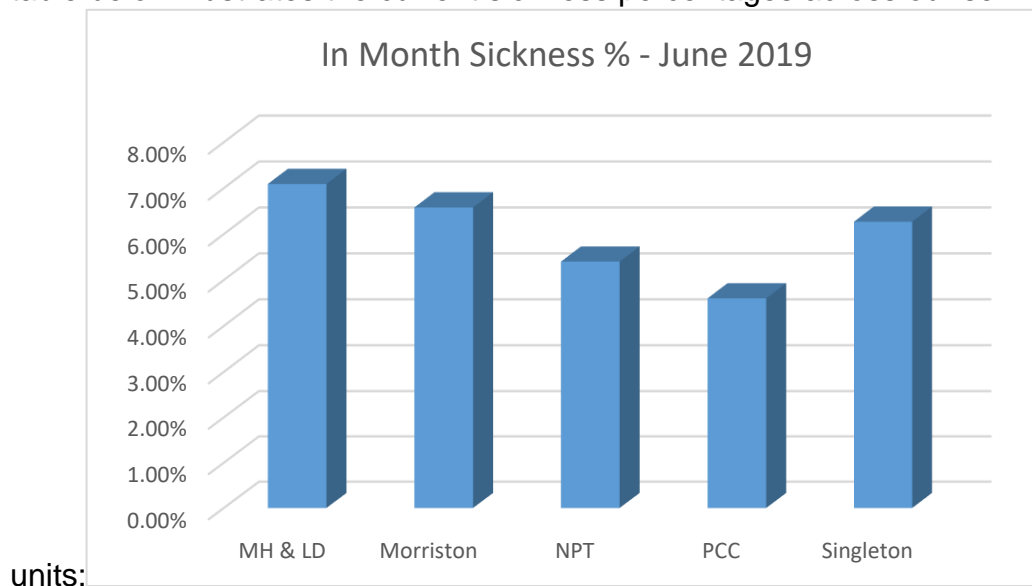
STAFF TURNOVER

The table below outlines the staff turnover within each Service Delivery Unit. The Nurse Staffing Act Steering Group are currently looking at different ways to retain our staff.



STAFF SICKNESS

Sickness and absence is carefully monitored within all Service Delivery Units. The table below illustrates the current sickness percentages across our service delivery



RECRUITMENT

The Health Board continues to actively recruit into nursing vacancies. 114 new registrants have been recruited via the Student Streamlining Process and will commence in September 2019 – 73 to Morriston Hospital, 10 to Singelton, 7 to NPTH, 1 to Gorseinon, and 23 across MH and LD services.

A team attended a nursing recruitment fair in Bristol on 10th June which resulted in 85 contacts made from experienced nurses and students expressing an interest in working in Swansea Bay University (UHB) Health Board.

The Health Board was represented at the RCN Congress in Liverpool on the Train, Work, and Live stand in May 2019 offering a great opportunity to promote Swansea Bay UHB as an employer of choice within Wales.

A bid has been prepared and submitted to charitable funds to support the development of recruitment materials and resources.

There is a plan to recruit a further 20 nurses from the Philippines during this financial year. We have a very successful OSCE programme and ongoing support to offer these nurses and they are seen as a good investment as retention rates are very high.

A recruitment process is underway where seven Assistant Practitioner applicants have been interviewed. It is anticipated that these new posts will commence in September 2019 and will be fully supported by a robust clinical induction/skills programme.

NURSING E-DOCUMENTATION

The all wales nursing e-documentation work is progressing well:

- We have agreed all data standards linked to the Adult Inpatient Assessment
- We are advanced in our development of this into a digital format which is being developed by Swansea Bay UHB and NWIS
- Of the 6 national core risk assessments 5 have been agreed and developed digitally – Nutrition, Skin, Continence, Pain and Safer patient handling. We are optimistic that falls will be developed by November 2019
- Swansea Bay UHB is on track to pilot the digital solutions at ward A NPT from 23rd August for 2 weeks
- Speciality teams will be providing training to staff on Ward A NPT in the use of the new risk and Nursing assessments

In June, members of the Nursing & Midwifery board attended a presentation held by the Health Boards NMC Regulation Advisor Employer Link Service to update and educate the group regarding the following points:

- Who the NMC is and what they do?
- The newly developed Public Support Service.
- Overview of Referrals and Outcomes 2017 – 2018.
- Scenarios were explored and discussed.

See appendix 4 Presentation

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.



Appendix 1 - TOL -
HVO Nursing - PID \



Appendix 2 - ENW -
HVO Nursing - PID -



Appendix 3 - ES -
HVO Nursing - PID -



Swansea Bay UHB
21.06.19 - presenter:

Governance and Assurance		
Link to Enabling Objectives <i>(please choose)</i>	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	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"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	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"/>
Health and Care Standards		
<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"/>
Quality, Safety and Patient Experience		
All areas discussed relate to a focus on improved quality patient and safety experience.		
Financial Implications		
Financial implications are discussed where appropriate.		
Legal Implications (including equality and diversity assessment)		
To meet the Nursing & Midwifery council requirements.		
Staffing Implications		
Staffing implications are outlined where appropriate.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
Elements of the report have been discussed in the following forums		
Report History	Nursing Midwifery Board June 2019. Nurse Staffing Act Steering Group June 2019 Partnership Forum July 2019	
Appendices	Appendix 1, 2 &3. High Value Opportunities PID's Appendix 4 NMC Fitness to Practice	