



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

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>30 October 2019</b>	<b>Agenda Item</b>	
<b>Report Title</b>	Nursing and Midwifery Board update		
<b>Report Author</b>	Helen Griffiths Corporate Head of Nursing Lynne Jones Head of Nursing Education		
<b>Report Sponsor</b>	Cathy Dowling Assistant Director of Nursing & Patient Experience		
<b>Presented by</b>	Gareth Howells Director of Nursing & Patient Experience		
<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>• Nurse Rostering Policy</li> <li>• Assistant Practitioner</li> <li>• Recruitment</li> </ul>		
<b>Specific Action Required</b> <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 are asked to: <ul style="list-style-type: none"> <li>• NOTE THE UPDATES</li> </ul>		

# 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.



9.1 SBAR NMC



9.1 SB UHB

Education Standards Communication plan

The attached paper provides key updates on the progress towards implementation of NMC *Standards for education* (2018) within the Health Board. The paper reports on the work completed by the all Wales Pre-Registration Nursing & Midwifery Group, and the Health Board NMC Education Standards Implementation Group.

NMC approval visit dates for Wales will commence in December 2019, with the first new programme student cohorts starting in September 2020.

A Communication plan is also attached, for information. Key challenge for the Health Board is the preparation of existing Mentors/Practice Teachers into new roles of Practice Supervisor and Practice Assessor. Additional funding from HEIW may become available to assist in the completion of this work.

### Nurse Rostering Policy.

The Nurse Rostering Policy has been widely circulated and discussed in the Nurse Staffing Act Steering Group. Nursing Midwifery Board have approved the policy and it is now awaiting approval from Partnership Board before final sign-off.



Nurse Rostering  
Policy final draft.doc

### Assistant Practitioner

The first cohort of band 4 Assistant Practitioners commenced their eight-week induction programme in October. Two will be placed in NPT Hospital and three in Singleton Hospital.

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. The trainee roles will be placed in wards at Morriston, Singleton and Neath and may also include Primary Care settings.



JDPS Band 3  
Trainee Assistant Practitioner



JDPS Band 4  
Assistant Practitioner

## **Recruitment**

The Health Board has recruited a further 10 overseas nurses to commence OSCE training in December 2019. The Nurses are from Nigeria, India & the Philippines. Interviews were conducted via skype and the nurses already met the English Language requirement set by the NMC.

Work is underway to recruit specifically to:

- Orthopaedics / Morriston
- Paediatric Nurses / ED Morriston
- General Medicine and Surgery across all sites
- Cancer services / Ward 12 Singleton

## **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> (please choose)	<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>		
(please choose)	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 September & October 2019. Nurse Staffing Act Group Meeting September & October 2019	
<b>Appendices</b>	Attached in main body: <ul style="list-style-type: none"> <li>• NMC Education Standards</li> <li>• Communication Plan</li> <li>• Nurse Rostering Policy (final draft)</li> <li>• Band 3 Trainee Assistant Practitioner</li> <li>• Band 4 Assistant Practitioner</li> </ul>	