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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



NURSING & MIDWIFERY FRAMEWORK

2023 - 2026



Introduction

Our CNO launched her priorities in April 2022 and these are the foundation for our framework along with our Health Board values and The Code.

We started the process of developing the framework through engaging with nurses and midwives to;

- Explore why this is important, and
- Identify our nursing and midwifery priorities

This was followed up with “What Matters to Me?” conversations to hear what it is like to be a nurse or midwife in our Health Board and seek views to inform our framework. The responses were developed into a draft that has been further refined following engagement through our Nursing and Midwifery Board.

Our Vision is...

That Swansea Bay University Health Board is **the place in Wales** where the **best nurses and midwives** come to **work, learn and lead** their profession to consistently deliver **high quality, safe, person centered care** and **deliver improvements** that will result in **better patient experience** and **improved outcomes**. Where we have **pride in our profession** and recognise nursing and midwifery as the **high-value careers** they are.

This Framework lays out our vision for nursing and midwifery in Swansea Bay University Health Board. We will achieve this through **setting out a detailed action plan with timeframes initially focusing on outcomes to be achieved by March 2024.**



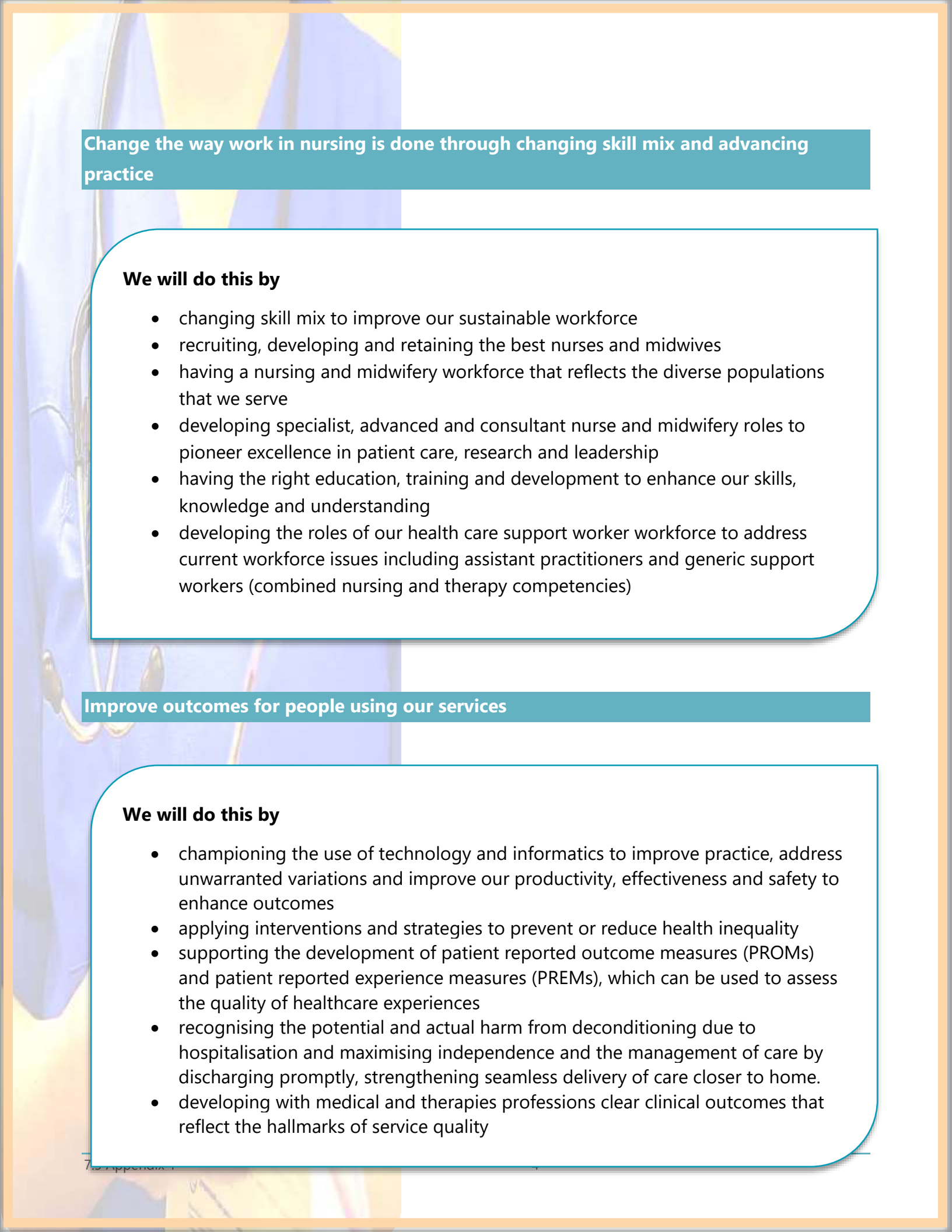
This will mean we will:

- Truly centre nursing care around patients, working in multi-disciplinary teams to ensure seamless care
 - Change the way work in nursing is done through changing skill mix and advancing practice
 - Improve outcomes for people using our services through championing digital solutions, reducing unwarranted variations and improving our productivity
 - Build and sustain effective leadership at all levels that is tangible, visible, visionary, person centered and accountable
 - Recognise the work of our nurses and midwives raising the profile of individuals and teams on a UK stage to be seen as leading edge
 - Support each other to do a great job, work inclusively and value diversity
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Truly centre nursing care around patients, working in multi-disciplinary teams to ensure seamless care

We will do this by

- improving experience and satisfaction for people using our services and their families by having clear plans in all our nursing teams that we are accountable for and review annually
- measuring patient experience regularly in all our areas and use this to generate areas to improve
- linking staff experience with patient experience in all areas
- providing person centered and family centered care
- delivering harm free care based on understanding our key risks
- leading and driving research to evidence the impact of what we do



Change the way work in nursing is done through changing skill mix and advancing practice

We will do this by

- changing skill mix to improve our sustainable workforce
- recruiting, developing and retaining the best nurses and midwives
- having a nursing and midwifery workforce that reflects the diverse populations that we serve
- developing specialist, advanced and consultant nurse and midwifery roles to pioneer excellence in patient care, research and leadership
- having the right education, training and development to enhance our skills, knowledge and understanding
- developing the roles of our health care support worker workforce to address current workforce issues including assistant practitioners and generic support workers (combined nursing and therapy competencies)

Improve outcomes for people using our services

We will do this by

- championing the use of technology and informatics to improve practice, address unwarranted variations and improve our productivity, effectiveness and safety to enhance outcomes
- applying interventions and strategies to prevent or reduce health inequality
- supporting the development of patient reported outcome measures (PROMs) and patient reported experience measures (PREMs), which can be used to assess the quality of healthcare experiences
- recognising the potential and actual harm from deconditioning due to hospitalisation and maximising independence and the management of care by discharging promptly, strengthening seamless delivery of care closer to home.
- developing with medical and therapies professions clear clinical outcomes that reflect the hallmarks of service quality



Build and sustain effective leadership at all levels

We will do this by

- ensuring our leadership is tangible, visible, visionary, person centered and accountable
- leading with kindness and through collective leadership
- developing a succession and talent management programme that reflects the diversity of our workforce
- being accountable and having clear delivery focused goals
- valuing and celebrating the contributions of women in senior positions
- creating a culture of coaching, mentorship, supervision and support which aims to deliver accountability and responsibility at all levels of care for patients
- developing a more risk based approach to the way we lead nursing and midwifery teams

Recognise the work of our nurses and midwives

We will do this by

- recognising and celebrating best possible care and nursing and midwifery practice
- actively publicising best practice through national and international awards, conferences and events
- recognising and celebrating our international nurses and midwives and the diversity of our workforce
- raising the profile of Swansea Bay nursing and midwifery teams on a UK stage to be seen as leading edge



Support each other to do a great job

We will do this by

- working inclusively with all colleagues and valuing difference
- keep asking what matters to me and what it is like to be a nurse or midwife in Swansea Bay University Health Board
- holding each other to account as defined by our values and behaviour framework
- creating a transparent, honest and open culture where learning from significant events is everyone's business
- progressing a development unit that promotes parity of development opportunities
- strengthening ally-ship of our global majority nurses and midwives
- celebrating LGBT+ diversity and raising awareness of LGBT+ issues to build a more inclusive place for the benefit of our staff and patients