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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	11 April 2023	Agenda Item	7.5
Report Title	Nursing & Midwifery Update		
Report Author	Helen Griffiths Corporate Head of Nursing Lynne Jones Head of Nursing Education		
Report Sponsor	Gareth Howells, Executive Director Nursing		
Presented by	Gareth Howells, Executive Director Nursing		
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"> • Development Opportunities and Recruitment of the Non-Registered Workforce (Nursing) • Nursing & Midwifery Board Strategy • Nursing Midwifery Council Update • Community Nursing National Specification for Wales • International Nurses Day 		
Specific Action Required (please choose one only)	Information	Discussion	Assurance
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendations	Members of the Workforce and OD Committee are asked to <ul style="list-style-type: none"> • Note The Updates 		

Nursing and Midwifery Board Update Report

1. INTRODUCTION

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

2. BACKGROUND

The Nursing & Midwifery Board meets on a monthly basis and is chaired by the Director of Nursing & Patient Experience. This report provides updates to the Workforce & OD Committee on key nursing matters of relevance as outlined below

3. GOVERNANCE AND RISK ISSUES

The information outlined below provides an update on key relevant Nursing Matters that have been discussed in Nursing & Midwifery Board since the previous update in December 2022

3.1 Development Opportunities and Recruitment of the Non-Registered Workforce (Nursing)

A report was presented to Management Board 1st February 2023 providing an overview of recruitment, workforce initiatives and development opportunities for the non-registered (nursing) workforce in Swansea Bay University Health Board. Given the situation we face with the difficulties in recruiting into Registered Nurse posts, it was agreed there is a need to do things differently in relation to our organisational approach to the recruitment, retention and work of our non-registered workforce. While the paper focussed on Nursing this could equally apply to AHPs and other clinical and non-clinical roles. There is a need to ensure a healthy recruitment pipeline of unregistered staff coming into the organisation, especially for Band 3s and the plan is to develop a rolling programme of recruitment and training for these staff to Assistant Practitioner (Band 4) level. A work programme is now underway to recruit to these roles led by Corporate Nursing and the Central Resourcing Team and working with Service Delivery Groups.

3.2 Nursing Midwifery Board Strategy

The previous Nursing & Midwifery Strategy ran from 2017-2020. An updated Nursing & Midwifery Strategy has now been developed as we are emerging from the pandemic. Sue Tranka, Chief Nursing Officer, launched her priorities in April and these have been the foundation for the Strategy along with the Health Boards Values and the Nursing Midwifery Code. There has been widespread engagement in

producing the Final Nursing Midwifery Strategy which has been signed off in the March Nursing Midwifery Board. (Appendix 3)

3.3 Nursing Midwifery Council Update

Notification was received from the NMC in February 2023 to inform Health Boards that following a request from the Minister of State for Health, the NMC has agreed to keep the Covid-19 emergency temporary register open for a further two years.

Changes to the English language requirements came into effect in February 2023 with a plan to being fully operationalised by the summer.

The NMC Regulation Adviser for Wales attended the Nursing Midwifery Board in March 2023 to provide an update relating to referrals and regulatory matters.

3.3 Community Nursing National Specification for Wales

A paper was presented to the Nursing Midwifery Board in March 2023. The paper set out the current position of SBU HB community nursing services compliance against the National self-assessment and set out key actions to facilitate compliance with the strategic recommendations.

3.4 International Nurses Day


To celebrate International Nurses Day on 12th May 2023 Corporate Nursing are arranging an event which will be attended by the Chief Nursing Officer for Wales (CNO), Sue Tranka. The CNO will be officially opening the new nurse education training suite at headquarters, where all our international nurses undertake their clinical skills (OSCE) training. The event will also include the launch of the Nursing & Midwifery Strategy and Gareth Howells will present Executive Director of Nursing awards.

4. FINANCIAL IMPLICATIONS

Where appropriate financial implications have been discussed in relevant Boards/Committees.

5. RECOMMENDATION

Workforce & OD Committee are asked to note the paper for information.

Governance and Assurance		
Link to Enabling Objectives (please choose)	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 checked="" 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		
(please choose)	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input checked="" 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 have been discussed in relevant Boards/Committees where appropriate.		
Legal Implications (including equality and diversity assessment)		
To meet the Nursing & Midwifery council requirements.		
Staffing Implications		
Staffing implications are outlined as part of the report.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
Long Term Implications have been considered.		
Report History	Elements of the report have been discussed in Nursing Midwifery Board January, February & March 2023	
Appendices	 Nursing Midwifery Framework 2023FVA1	