



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	10 August 2021	Agenda Item	5.2
Report Title	Nursing & Midwifery Update		
Report Author	Helen Griffiths Corporate Head of Nursing Lynne Jones Head of Nursing Education		
Report Sponsor	Paul Stuart Davies Interim Assistant Director of Nursing		
Presented by	Christine Williams Interim 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"> • Update on All Wales Nurse Documentation Project Welsh Nursing Care Record • Enteral Feeding Framework • Nurse Education Funding-Report on Utilisation 2020-2021 • Nurse Recruitment & Retention update 		
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" 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 Interim 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 and attached papers provide an update on key relevant issues that have been discussed at the April & June Nursing & Midwifery Board, as well as the Nursing Workforce Transformation Group.

3.1 Update on the All Wales Nurse Documentation Project Welsh Nursing Care Record/WNCR

As previously reported the Health Board has been supporting the work around the development and implementation of the Welsh Nursing Care Record (WNCR).

The Welsh Nursing Care Record went live in NPT Hospital on the 19th April initially in the Neuro Rehabilitation ward and was rolled out across the further 5 wards by 13th June 2021.

Feedback from the nursing staff have reported the system is easy to use and were encouraged by their first experiences of it. They look forward to further phases where all nursing documents are digitalised. They recognised the many opportunities and benefits that a digital nursing record will bring both for nurses and patients.

A WNCR timeline has been agreed for September in principle further discussions will take place in the next Health Board's Digital Board with consideration of the site service redevelopments.

3.2 Enteral Feeding and Delegation

Following an initial update to Workforce & OD Committee in April around the risk and actions that the Health Board is taking to support the development of an Enteral Feeding Framework.

A further paper and draft framework was presented to Nursing & Midwifery Board in relation to this work.

The Board were in agreement to support the Framework and requirement for additional resource to support implementation.

The Board also noted the potential risk to individuals receiving enteral feeding and to the organisation of the current position and maintaining the status quo.

Further work will now be undertaken to scope the potential options and cost impact to implement this framework.

3.3 Update on Nurse Recruitment & Retention

The provided an update on nurse recruitment and retention. In summary;

- Overseas nurse recruitment - since January 2021 sixteen nurses have arrived, 8 have passed their OSCE exams, 2 are awaiting results & 6 are in training. 25 nurses have been interviewed and offered posts and interviews are continuing fortnightly to ensure a good pipeline. Despite a slow start due to the pandemic restrictions the team still hope to deliver on the 60 nurses planned for this financial year.
- Direct access applicants form overseas - there has been a noticeable increase in applicants from Nigeria and African countries for posts in Morriston hospital. A trial recruitment process in partnership with shared services for three of these applicants is in progress. If successful, more nurses could be recruited this way which would reduce the costs of agency fees.
- Student Streamlining - 138 students have accepted posts to commence in September 2021. This is lower than September 2020 intake and reasons are being explored. It is likely that having the students in paid HCSW roles during the pandemic positively influenced their job choices resulting in a larger number taking posts with us.
- Grow your own initiatives are still in place for our HCSWs, which includes, Internationally Educated Nurses and part time nursing degrees.
- The Health Board has a total of 269 Band 5 vacancies according to ESR.

The paper also provides an overview of the Nursing & Midwifery leaver data, the main reason for leavers is retirement.

A new approach to exit interviews will be undertaken in Morriston involving the corporate matron for recruitment for all nursing staff that leave. Information from these interviews will inform retention strategies.

3.4 Nurse Education Funding - Report on Utilisation 2020-2021

A report on the utilisation of educational funds available to registrants for post registration education and development, and for the development of our non-registered staff was received. As professionals, nurses and midwives are committed to lifelong learning and development. Many nurses and midwives undertake further education and specialist training to increase their knowledge and enhance their level of practice.

Individuals are eligible for funding for programmes and modules that are relevant to their job role and identified in their PADR after discussion with their manager. The paper provides a detail of each funding stream and how it is being utilised for the development of the Nursing and Midwifery workforce (registered and non-registered) across the Heath Board.

4. FINANCIAL IMPLICATIONS

Where appropriate financial implications are outlined within the attached papers.

5. RECOMMENDATION

Workforce & OD Committee are asked to note the papers for information and discussion if required.

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 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		
<i>(please choose)</i>	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 are discussed where appropriate within attached papers.		
Legal Implications (including equality and diversity assessment)		
. To meet the Nursing & Midwifery council requirements. Legal implications discussed around Delegation.		
Staffing Implications		
Staffing implications are outlined where appropriate within attached papers.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
Outlined in attached papers.		
Report History	Elements of the report have been discussed in Nursing Midwifery Board April & June 2021. Nurse Staffing/Workforce Transformation Meeting 14 th July 2021	
Appendices	None	