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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	20 August 2019	Agenda Item	4.2
Report Title	Nurse Staffing Act (Wales) 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 and Patient Experience		
Freedom of Information	Open		
Purpose of the Report	Provide an overview to the workforce & OD Committee on the key discussions in relation to the Nurse Staffing Act (Wales) held on 22 nd July 2019		
Key Issues	Interim Paediatrics Inpatients Nurse Staffing Principles Safe Care All Wales Nurse Staffing Conference Student Streamling Recruitment		
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Recommendations	Members are asked to: <ul style="list-style-type: none"> • NOTE the updates 		

Nurse Staffing Act (Wales) Update

1. INTRODUCTION

This paper will provide an overview of the key discussions in relation to relevant Nursing Workforce & OD matters.

2. BACKGROUND

The Nurse Staffing Act (Wales) Steering Group meet on a monthly basis the last meeting was on the 22nd July 2019.

3. ASSESSMENT

This Paper will provide a number of relevant updates as outlined below;

3.1 Interim Paediatrics Inpatients Nurse Staffing Principles

The attached letter (**Appendix 1**) was received from Welsh Government on the 25th June 2019. The letter confirms that the Nurse Staffing Levels (Wales) Act will extend next into Paediatric Inpatient areas; a date is still to be confirmed. A set of Interim guiding principles have been developed to support the planning of nurse staffing levels in paediatric inpatient services.

A presentation was delivered by the Head of Nursing Children's Services outlining the health board's current position in the last Nurse Staffing Act Group. A response letter has been sent to Welsh Government acknowledging and supporting the Principles.

3.2 Operational Guidance

The All Wales Nurse Staffing Levels (Wales) Act 2016: Operational Guidance has been updated (**Appendix 2**). The non-statutory guidance has been developed as a handbook for staff at ward to board level, reinforcing the contents of the statutory guidance in more practical detail. An information poster has also been developed (**Appendix 3**)

3.3 Safe Care

The Health board have agreed to adopt the Safe Care element within the Allocate E-Rostering system. Safe Care is able to calculate Staffing Hours required and compares this to staffing hours rostered. The roll out is expected to commence in February 2020.

3.4 All Wales Nurse Staffing Conference

The second National Nurse Staffing Conference is due to take place on the 26th September 2019. The health board has confirmed its nominations.

3.5 Student Streamling Recruitment

The second cohort of student nurse recruitment managed via the Student Streamlining Project has just completed with 118 nursing students accepting offers of Band 5 posts within Swansea Bay University Health Board. These students will commence their new registrant posts in September 2019, subject to successful NMC registration and satisfactory pre-employment checks. See attached paper (**Appendix 4**).

3.6 Overseas Nurse Recruitment Status Report

The attached paper (**Appendix 5**) was discussed, in the last NSA meeting and provides a status report on the current position with overseas nurse recruitment within the health board.

4. HIGH VALUE OPPITUNITIES (HVO)

The Nurse Staffing Act places a duty on Health Boards to calculate, maintain and report the agreed staffing level. Several workstreams interlinked with the Health Boards HVO's with have a direct impact on our ability to accurately calculate and report on our staffing levels, plus also to design a service by developing new nursing roles tailored to meet the needs of our patients. A summary of recent developments are outlined below:

4.1 Top of Licence Working

- Confirmation of the destinations (Hospitals/Wards) for the recently graduated student nurses. Current expected number on new entrants (117-125). All are scheduled to start in Substantive roles in September 2019.
- 5 Vacancies filled following the Assistant Practitioner Band 4 recruitment campaign.
- Further work undertaken to define the training programme for the Assistant Practitioner Band 3 roles.

4.2 Efficient Nursing Workforce

- Consultation process undertaken for the refreshed 'Nurse Roster' Policy.
- Continued quality assurance of the 'Scrutiny Panels' for Nurse Rostering for the SDUs.

- Commence planning for the E-Roster refresh at Neath Port Talbot Hospital.
- Embedding the system set-up (w/c August 4 onwards) following the 'go-live' of 'E-Roster at Morriston.
- Planning for 'Roster Principles Training' on the management pathway programme (facilitated by Learning & Development). This will support efficient rostering principles and robust KPIs.

4.3 Enhanced Supervision

- 2 Week pilot of the new 'Enhanced Observation and Support Framework' at all wards in Neath Port Talbot Hospital.
- Pilot of the 'Enhanced Observation and Support Framework' at selected wards at Singleton and Morriston.
- Further analysis of Bank and Agency trends / requests for Enhanced Supervision (1:1, Acuity, Co-horting).
- Scoping of further opportunities to introduce Occupational Therapy, Physiotherapy, Arts in Health (as part of supporting Patients receiving Enhanced Supervision in Hospitals).

5. GOVERNANCE AND RISK ISSUES

As outlined in the attached papers

6. FINANCIAL IMPLICATIONS

As outlined in the attached papers

7. RECOMMENDATION

Note the updates provided.

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 type="checkbox"/>
	Co-Production and Health Literacy	<input 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 type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
Health and Care Standards		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input type="checkbox"/>
Quality, Safety and Patient Experience		
The Nurse Staffing Act Meeting acts to support the Nursing & Midwifery health board's compliance.		
Financial Implications		
Legal Implications (including equality and diversity assessment)		
The Nurse Staffing Act Meeting ensures its decision making process is in line with legal requirements.		
Staffing Implications		

Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)	
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Report History	Nurse Staffing Act Meeting 22 nd July 2019
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Appendices	Appendix 1 Letter to Health Boards re Interim Paediatrics Nurse Staffing Principles PDF Appendix 2 Operational Guidance V2 (Welsh & English) Appendix 3 PH_Poster_A3_Welsh & English Appendix 4 Student streamlining July 2019 Appendix 5 SBAR - Overseas recruitment NSA meeting July 2019
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