



GIG
CYMRU
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WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



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| Meeting Date | 01 August 2019 | Agenda Item | |
| Report Title | RCN Cadet Work Experience Programme | | |
| Report Author | Ruth Gates - Learning & Development | | |
| Report Sponsor | Lynne Jones - Head of Nursing Education | | |
| Presented by | Lynne Jones - Head of Nursing Education | | |
| Freedom of Information | Open | | |
| Purpose of the Report | To inform the Nursing & Midwifery Board of the RCN Cadet Scheme. | | |
| Key Issues | Positive scheme for future recruitment into caring roles Implications of future cohorts and resources to support | | |
| Specific Action Required <i>(please choose one only)</i> | Information | Discussion | Assurance |
| | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Recommendations | Members are asked to: <ul style="list-style-type: none"> NOTE & COMMENT | | |

TITLE OF REPORT - RCN Nursing Cadet Programme

1. INTRODUCTION

This report is to update the Nursing and Midwifery Board on the RCN Nursing Cadet Programme, launched by HRH Prince of Wales in July 2019 and the impact this pilot and future cohorts will have on Swansea Bay Health Board.

2. BACKGROUND

The Prince of Wales and the Royal College of Nursing have today launched a pioneering scheme designed to introduce potential careers in nursing and the wider NHS family.

The RCN Prince of Wales Nursing Cadet Scheme aims to inspire young people, particularly those from disadvantaged backgrounds, by giving them access to opportunities for academic study and hands-on experience in the healthcare sector. It will enable young people to make a valuable contribution to society and contribute to the health and well-being within their local communities and beyond. The scheme is being piloted across the whole of Wales this year with a view to wider UK rollout in the future.

The scheme combines 105 hours of guided and experiential learning with clinical observational placements within the cadets' local healthcare area, initially be open to 18 cadets aged 16 to 25. Once cadets have successfully completed the foundation phase the cadets are guaranteed an interview for a Healthcare Support Worker position.

HRH the Prince of Wales, who has given his personal backing to the initiative, launched the scheme with Dame Donna Kinnair at the Royal Glamorgan Hospital, Llantrisant. Dame Donna Kinnair, RCN General Secretary and Chief Executive said: *“Nursing requires dedication and a strong sense of public service, but it offers huge opportunities for people from all walks of life to make a real difference. “This new scheme will give some of our finest young people, especially those from less privileged backgrounds, a taste of what they can offer our profession – and what it can give them in return”.*

The RCN Prince of Wales Nursing Cadet Scheme will contribute to the development and preparation of young people, whatever their background. We will work in partnership with young learners to develop skills for life and employment in nursing and the nursing family. The scheme will engage, enable and empower young people to make a valuable contribution to society and their local communities and be proactive about the health and well-being of themselves and others.

Swansea Bay Health Board is hosting four RCN Cadets and due to the original embargoed nature of the scheme and tight timescales Learning & Development staff have arranged a 20-hour programme for each individual depending on their areas of interest.

3. GOVERNANCE AND RISK ISSUES

All cadets have completed the relevant application forms, Occupational Health declarations and confidentiality agreements and supervised at all times. For the pilot cohort any transportation that the cadets undertake will be supported by Learning and Development staff who are DBS checked and have appropriate business insurance.

4. FINANCIAL IMPLICATIONS

Financial implications to the Health Board arise from the resources and time of staff arranging the placements in addition to their daily roles and responsibilities and the time of staff hosting the cadets as part of their work experience programme. Currently the Health Board does not have any dedicated investment in work experience or careers and relies on the goodwill of staff to complete this (often in their own time) extra to their roles.

5. RECOMMENDATION

The Nursing and Midwifery Board is asked to note the information in the report and the future implications of the RCN Cadet Programme and future cohorts in terms of the staff resource needed to arrange the work experience placements, especially if the numbers increase.

Going forward there will be further financial and time implications for the Nurse Education team to consider as they resource and plan further cohorts of the RCN Nursing Cadets. The next cohort is due to start in October 2019 so a decision will need to be made on who is responsible for this and where it sits within the organisational structure.

| 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 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 type="checkbox"/> |
| | Safe Care | <input 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 checked="" type="checkbox"/> |
| Quality, Safety and Patient Experience | | |
| Offering local young people the chance to experience the wide range of careers available in Swansea Bay Heath Board and allowing them the chance to progress onto apprenticeships and permanent posts; leading to a positive patient experience. | | |
| Financial Implications | | |
| There are no financial implications to the Health Board apart from the resources and time of staff arranging the placements in addition to their daily roles and responsibilities and the time of staff hosting the cadets as part of their work experience programme. In future the cost can be determined in more detail. | | |
| Legal Implications (including equality and diversity assessment) | | |
| | | |
| Staffing Implications | | |
| At the moment there are no staffing implications, however, Learning & Development are using existing staff resource to plan and monitor this pilot which cannot be guaranteed for future cohorts. There is no staff member directly responsible for work experience / career development within the Health Board and Learning & Development staff are currently externally funded by training providers which itself is a risk to the project continuing. | | |

Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)

Briefly identify how the paper will have an impact of the “The Well-being of Future Generations (Wales) Act 2015, 5 ways of working.

- **Long Term** - The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.
- **Prevention** - How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.
- **Integration** - Considering how the public body’s well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.
- **Collaboration** - Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.
- **Involvement** - The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

Report History

None

Appendices

Current work experience timetable attached (may alter as and when placements are confirmed)