



Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>20 August 2019</b>	<b>Agenda Item</b>	<b>5.2</b>
<b>Report Title</b>	<b>Nursing and Midwifery Board Update</b>		
<b>Report Author</b>	Helen Griffiths Corporate Head of Nursing		
<b>Report Sponsor</b>	Cathy Dowling Assistant Director of Nursing & Patient Experience		
<b>Presented by</b>	Gareth Howells, Director of Nursing and Patient Experience		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	Provide an overview on the key nursing discussions in relation to Workforce & OD matters which took place in the Nursing & Midwifery Board meeting held on 1st August 2019		
<b>Key Issues</b>	New Registrants clinical induction programme Nursing Now RCN Cadet work experience programme		
<b>Specific Action Required</b> <i>(please choose one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Recommendations</b>	Members are asked to: <ul style="list-style-type: none"> <li><b>NOTE</b></li> </ul>		

# NURSING MIDWIFERY BOARD

## 1. INTRODUCTION

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

## 2. BACKGROUND

The Nursing Midwifery Board meet on a monthly basis the last meeting was on the 1st August 2019.

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

### 2.1 New Registrants Clinical Induction Programme

The attached paper (**Appendix 1**) reports on the current Health Board three day New Registrant Clinical Induction Programme and specifically the need to increase to a ten-day programme.

Evaluations suggest that the newly registered nurses feel that they are not fully prepared to undertake their role and feel their capability is sometimes compromised. This can result in frustration for the newly registered nurse and can impact on the team as a whole.

Benchmarking against other Health Boards in Wales has identified that their New Registrant Nurse Induction programmes are 5-10 days duration, which include a number of skills training sessions.

Nursing & Midwifery Board agreed to increase the programme up to 10 days..

### 2.2 Nursing Now

The Nursing Now Cymru Wales campaign, was officially launched at an event in Cardiff on 29th March 2019, Public Health Wales are playing a key role.

The launch event marked the start of the Wales leg of the Nursing Now campaign, a three-year global campaign being run in collaboration with the International Council of Nurses and the World Health Organization.

Nursing Now will run to the end of 2020 – the 200th anniversary of Florence Nightingale's birth and a year when nurses will be celebrated worldwide.

The attached paper (**Appendix 2**) outlines the campaign aims and themes, which align to our Welsh policy context for health and social care.

### 2.2 RCN Cadet Work Experience Programme

The attached report (**Appendix 3**) Provides an update 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 University Health Board.

The 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 Nursing & Midwifery Board were 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.

### **3. GOVERNANCE AND RISK ISSUES**




As outlined in the attached papers

### **4. FINANCIAL IMPLICATIONS**

As outlined in the attached papers

### **5. RECOMMENDATION**

Note the updates provided

<b>Governance and Assurance</b>		
<b>Link to Enabling Objectives</b> <i>(please choose)</i>	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	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"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	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"/>
<b>Health and Care Standards</b>		
<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"/>
<b>Quality, Safety and Patient Experience</b>		
The Nursing Midwifery Board acts to support Nursing & Midwifery health board's agenda		
<b>Financial Implications</b>		
<b>Legal Implications (including equality and diversity assessment)</b>		
The Nursing Midwifery Board ensures its decision making process is in line with legal requirements.		
<b>Staffing Implications</b>		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
<b>Report History</b>	Nursing Midwifery Board 1st August 2019	
<b>Appendices</b>	<div style="text-align: center;">           6.1 SBAR - NQ          Clinical Induction NI  <b>Appendix 1</b> </div> <div style="text-align: center;">           9.2 Nursing          Now.doc  <b>Appendix 2</b> </div> <div style="text-align: center;">           9.3 NMB RCN Cadet          paper - RG 08.07.20  <b>Appendix 3</b> </div>	

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