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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Cadeirydd Dros Dro/ Interim Chair: **Emma Woollett**
Prif Weithredwr/Chief Executive: **Tracy Myhill**

gofalu am ein gilydd, cydweithio, gwella bob amser
caring for each other, working together, always improving

Rydym yn croesawu gohebiaeth yn y Gymraeg ac yn y Saesneg. We welcome correspondence in Welsh or English.

Dyddiad/Date: 23rd January 2020
Ein Cyf / Our Ref: 19-L-009

☎ 01639 648363

✉ FOIA.Requests@wales.nhs.uk

[REDACTED]

Corporate Services
Headquarters
1 Talbot Gateway
Baglan
Port Talbot, SA12 7BR

[REDACTED]

I refer to your Freedom of Information Act Request acknowledged by ourselves on 11th December 2019. Your request sought information relating to Morryston Hospital and nurse staffing levels.

- 1. What is the current nurse staffing level of Morryston Service Delivery Unit?**
1,328.04 FTE registered nursing staff
- 2. Has extra investment been made at Morryston Service Delivery Unit since June 2018? You clarified on 3rd January 2020 that you are referring to investment in nursing staff.**
£2.6 million has been invested in ward establishments to meet the Nurse Staffing Act requirements. Additionally further investment has been made in the Clinical Nurse Specialist and Nurse Practitioner workforce and a further £500K was invested in the TAVI (Transcatheter Aortic Valve Implantation) service.

- 3. How many registered nursing vacancies are there in the health board?**
365.23 vacancies

- 4. Do you have a nursing retention or recruitment strategy?**

A comprehensive, multi-disciplinary recruitment and retention plan is to be developed by March 2020 and whilst this has yet to be finalised we do have a comprehensive and wide range suite of nursing specific recruitment and retention initiatives that have been implemented. These include:

- Recruitment of new registrant nurses via the Welsh Student Streamlining project
- Recruitment of overseas nurses from a range of countries outside of Europe e.g. Philippines, Caribbean, India, Africa



Pencadlys BIP Bae Abertawe, Un Porthfa Talbot, Port Talbot, SA12 7BR / Swansea Bay UHB Headquarters, One Talbot Gateway, Port Talbot, SA12 7BR

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Swansea Bay University Health Board is the operational name of Swansea Bay University Local Health Board

- Monthly nurse recruitment open days/evenings held at Morriston Hospital
- Working in partnership with Swansea University to recruit 'Return to Practice' nurses
- Development of a new Band 5 Clinical Academic post to attract new recruits from across the UK
- Supporting our existing HCSWs to attain qualifications to undertake part time nursing degrees with Swansea University and the Open University
- Enhanced clinical induction and preceptorship programme launched in October 2019 for new registrants/band 5s new to the Health Board
- Analysis of leavers data to identify hotspot areas and strategies to address
- Utilising social media for specific recruitment campaigns

5. How are staff concerns about poor staffing levels brought to the board?

Each ward will record patient levels daily, along with questions regarding staffing levels. This information is monitored closely by the Unit Nurse Directors, Corporate Nursing Team and is reported to the Executive Board and Workforce & Organisational Development (OD) Committee on a regular basis.

In addition to this, staff within Swansea Bay UHB can contact The Guardian Service Ltd. The Guardian Service Ltd provides independent, confidential and non-judgmental support to staff raising concerns 24/7 365 days a year and focuses on working with both individuals and the organisation to reach a resolution. This can be in relation to any worry or risk in the workplace, including patient safety.

As part of this service, there are 8-weekly monitoring meetings held between the Guardians and the Interim Chair of the Health Board as the non-executive sponsor, to discuss activity and any key concerns that the Board should be aware of. Where a concern is raised that is categorised as a matter of staff or patient safety; this is escalated through the Executive and Senior Manager on-call protocol.

6. What actions could the Welsh Government take to help you implement the Staff Nursing Level Act?

This information is not recorded by the Health Board. The right of access created by the Freedom of Information Act only applies to recorded information, the Health Board is under no obligation to divulge its unrecorded thoughts or opinions which your question is referring to. It is therefore not a valid request under FOIA.

I hope this information is helpful. If you require anything further please contact us at FOIA.Requests@wales.nhs.uk.

Under the terms of the Health Board's Freedom of Information policy, individuals seeking access to recorded information held by the Health Board are entitled to request internal review of the handling of their requests. If you would like to complain about the Health Board's handling of your request please contact me directly at the address below or register your complaint via FOIA.Requests@wales.nhs.uk.

If after Internal Review you remain dissatisfied you are also entitled to refer the matter to the information commissioner at the Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH. Telephone Number: 029 2067 8400.

Yours sincerely



P. a. wenger

Pam Wenger
Director of Corporate Governance

