

All Wales Nurse Staffing Programme

Adult and Paediatric Workstream
Update
September 2022



Background

Even before the Nurse Staffing Levels (Wales) Act came into force extensive work has been undertaken by both the adult medical and surgical workstream and paediatric workstream to prepare health boards by developing and testing national tools, systems and processes that are required to enable organisations to meet the requirements of the Act whilst following a 'Once for Wales' approach.

In 2021 the adult and paediatric workstreams merged and the group is led Jason Roberts (Executive Nurse Director, Cardiff & Vale University Health Board) and Sian Passey (Deputy Nurse Director, Hywel Dda Health Board) with Gregg Dix (Executive Nurse Director, Cwm Taff Morgannwg University Health Board) as the Executive sponsor for the programme of work. The combined workstream is made up of senior representatives from adult and paediatric services from the health boards across Wales and is supported by Health Education and Improvement Wales.

The purpose of the work stream has been to ensure that the work required aligns across adult and paediatric areas and ensure a coordinated approach to enable Health Boards to follow a 'Once for Wales' approach as they comply with the requirements of the Nurse Staffing Levels (Wales) Act.

The Act requires health boards to calculate the nurse staffing levels on every adult acute medical and surgical ward and paediatric inpatient ward bi-annually as a minimum to

ensure that wards have the right number and skill mix of staff to meet the needs of patients. The principle aim is to provide high quality care, positive outcomes and experiences for patients, children/young people and their families.

Progress to date

- Each Health Board submitted their first 3 yearly assurance report to Welsh Government in October 2021 providing assurance on the actions taken to fulfil the requirements of the Act. Each health board has published their report on their website and a summary report of these reports can be found on the Welsh Government website. **[Nurse Staffing Levels \(Wales\) Act 2016: nurse staffing level reports 2018 to 2021.](#)**
- Based on a review of the three yearly assurance reports further work is being undertaken to refine the metrics for reporting in order to provide a greater level of assurance and evidence progress and this work is near completion.
- Members of the adult and paediatric workstreams have worked with IT system providers to enhance national systems to support health boards/trusts to access information needed to inform the deployment of nursing staff and workforce planning.
- In May each health board/trust appointed a local nurse staffing lead to co-ordinate the work required by the health boards to comply with requirements of the Act. The nurse staffing leads will ensure that the national tools implemented within these areas are embedded into everyday practice, ensure that staff receive expert guidance and support and that national systems are rolled out across the organisation.
- A suite of supportive mechanisms is in place to educate, train and support operational teams on their responsibilities and ensure they are equipped with the knowledge and skills to utilise the national tools and meet the requirements of the Act
- A PowerBi (informatics) system has been implemented to enable health boards to create and review local visualisers which will be used by health boards/trusts to inform decision making and aid workforce planning.
- The workstream continues to inform the enhancements required to Allocates Safecare system to enable Health Boards/Trusts to collect and utilise information to inform the deployment of staff, aid local workforce planning and meet the reporting requirements of the Act.

Next steps

As health boards/trusts in Wales have implemented the national tools, processes and systems required to meet the requirements of the Act and follow the 'Once for Wales approach' the work undertaken by the combined workstream is coming to an end. There are plans to step down the combined workstream group by the end of the year and the local nurse staffing leads and management teams within each health board/trust will continue to take forward the work required to fulfil the requirements of the Act.

The work stream group would like to thank all stakeholders for engaging and supporting this important work.

To access previous newsletters and find out more about the All Wales Nurse Staffing Programme and work undertaken by the workstream **[please access the website](#)**.

Key Contacts

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