



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Abertawe Bro Morgannwg  
University Health Board



<b>Meeting Date</b>	<b>2<sup>nd</sup> August 2018</b>	<b>Agenda Item</b>	<b>8a</b>
<b>Meeting</b>	<b>Quality and Safety Committee</b>		
<b>Report Title</b>	<b>Nurse Staffing Levels (Wales) Act Board paper</b>		
<b>Report Author</b>	Robert Jones, Corporate Matron		
<b>Report Sponsor</b>	Cathy Dowling, Interim Deputy Director of Nursing and 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>	A report produced by Corporate Nursing & Finance was submitted to the ABMU Health Board on the 25 <sup>th</sup> June 2018. It outlined the current position of the Health Board and options available to comply with the Nurse Staffing Levels (Wales) Act 2016. 3 Options were presented with the Board agreeing on option 3 – that during 2018/19 we will undertake a risk assessed, prioritised implementation of the nursing uplift required identified through the nurse staffing levels review process, investing the resource (financial and workforce) into 'Hot Spot' wards where the thematic analysis has identified areas of care quality concern and/or risks to patient outcomes.		
<b>Key Issues</b>	Current v Required establishments Delivery options		
<b>Specific Action Required</b> <i>(please ✓ one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	✓		
<b>Recommendations</b>	Quality and Safety Committee are asked to note the contents of the report.		

# **NURSE STAFFING LEVELS (WALES) ACT**

## **1. INTRODUCTION**

During the last year regular update reports have been provided on the steps being taken to enable the Board to declare compliance with the requirements of the Nurse Staffing Levels (Wales) Act 2016 (hereafter referred to in this document as 'the Act') and also demonstrate application of the statutory guidance issued to Health Boards in November 2017.

This report sets out the outcome of the extensive nurse staffing level reviews which have been led by the Interim Director of Nursing and Patient Experience in collaboration with the Unit Nurse Directors, Heads of Nursing, Ward Sisters/Managers and senior members of the finance team. A total of 38 wards were identified as requiring consideration under the Act. The Board was asked to consider the outcome of the review of nurse staffing levels across the 38 included wards and the options identified to enable implementation of the findings from the review to achieve compliance with the legislation. Recognising that any uplift to nursing establishments will be challenging to deliver from both a workforce and financial perspective, and because of the constraints that these specific challenges will pose full implementation of the requirements is likely to extend into 2019/20 in common with other Health Boards in Wales.

## **2. BACKGROUND**

The attached report was submitted to the ABMU Executive Board on the 25<sup>th</sup> June 2018. It outlined the current position of the Health Board and options available to comply with the Nurse Staffing Levels (Wales) Act 2016. 3 Options were presented with the Board agreeing on option 3 – that during 2018/19 we will undertake a risk assessed, prioritised implementation of the nursing uplift required identified through the nurse staffing levels review process, investing the resource (financial and workforce) into 'Hot Spot' wards where the thematic analysis has identified areas of care quality concern and/or risks to patient outcomes.

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

Detailed in report

## **4. FINANCIAL IMPLICATIONS**

Detailed in report

## **5. RECOMMENDATION**

Members are asked to:

- Note the Board paper (Appendix 1)

Governance and Assurance											
Link to corporate objectives (please ✓)	Promoting and enabling healthier communities		Delivering excellent patient outcomes, experience and access		Demonstrating value and sustainability		Securing a fully engaged skilled workforce		Embedding effective governance and partnerships		
			✓				✓				
Link to Health and Care Standards (please ✓)	Staying Healthy	Safe Care	Effective Care	Dignified Care	Timely Care	Individual Care	Staff and Resources				
		✓	✓	✓	✓		✓				
Quality, Safety and Patient Experience											
The Act requires health service bodies to make provision for appropriate nurse staffing levels and ensure that they are providing sufficient nurses to allow them time to care for patients sensitively.											
Financial Implications											
£3M per annum											
Legal Implications (including equality and diversity assessment)											
The Nurse Staffing Levels (Wales) Act 2016 became law in March 2016.											
Staffing Implications											
Based upon the calculations undertaken using the required triangulated methodology, an uplift of 52.26 registered nurses and 135.61 Health Care Support Workers to our establishments is required.											
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)											
Compliance with the Act. Correct amount of staff within our wards to care sensitively for patients											
Report History											
Appendices		Appendix 1 – Nurse Staffing Levels (Wales) Act Board paper									