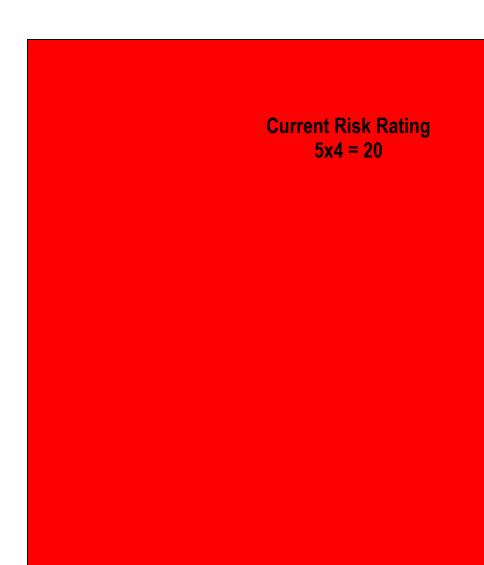


 Professional Lead Nursing rota implemented seven days a week. Workforce plans are in place for agreed staffing in surge and super surge during COVID-19 emergency with consideration of all reasonable steps. Registered Nurses deployed from all adult divisions to support the significant gap within SAU. Existing Controls Confirmed the designated person within the Service Group 	The Daily Staffing Tool supports the Service Group to ensure that a system is in place that allows the recording, review and reporting of every occasion when the number of nurses deployed varies from the planned roster.	Group Nurse Director	Ongoing monthly
 Service Group represented at the Health Board Nurse Staffing Group Contributed with the work undertaken at an all-Wales level on Acuity levels of care. Undertaken a formal review across all acute Wards that meet NSA criteria for calculating and reporting nurse staffing 	Risk register to be reviewed monthly to ensure compliance.	Group Nurse Director	November 2021
 requirements to ensure a Health Board wide consistent approach is adopted. Conducted 6 monthly reviews [Using triangulation of data] of wards that meet NSA criteria. Provided acuity feedback sessions to all NSA ward areas included in the June audit. Overseas recruitment Band 4 Assistant Practitioners now established as part of the nursing workforce across both sites with robust inductions and competencies which have been completed. Registered Nurses have been secured from the overseas recruitment programme with a plan for start dates between October – December 2021 	The Service group have increased the deployment of Registered Nurses into SAU to support gaps as a result of sickness and vacancies.	DHoN	Monthly Review
 Off contract agency authorisation has been agreed to support SAU and ward 3, this is reviewed weekly. Assurances (How do we know if the things we are doing are having an impact?) The biannual workforce review has been concluded and submissions submitted identifying gaps in the workforce. Singleton Wards Establishments and Ward B at NPT have now been agreed with updated rosters implemented. The ward establishments for Ward C, D and E at NPTH have been reviewed post Covid wave 2 with recommendations made for an interim ward establishments pending the acute services medical redesign. Ongoing robust recruitment and retention plans in place to reduce vacancies in key clinical areas, which is in line with the Health Board recruitment plan. The Service Group has progressed significant HCSW recruitment to support the winter plan. Mobile devises used within adult acute medical and surgical wards included within the Act for the Acuity Audits. Implementation of E-Rostering across the Service Group to enable accurate reporting of Compliance WNCR being rolled out in Singleton commencing November 2021 	Gaps in assurance (What additional assurances s		
	Non Compliance with Nurse Staffing Levels (Wales) Act (2016) The Nurse Staffing Levels (Wales) Act, which received Royal Assent on 21st March 2016, places an overarching duty on Local Health Boards and NHS Trusts in Wales to ensure that nurses have time to care sensitively for their patients and codifies current best practice for determining nurse-staffing levels. It requires Local Health Boards and NHS Trusts in Wales to calculate and maintain staffing levels in specific clinical areas, which are Adult acute Medical & Surgical wards. In accordance with the Act, Health Boards/Trusts must		



submit annual reports to their board and three-yearly reports to Welsh Government in relation to their compliance with the staffing levels, the impact upon the quality of care where the nurse staffing level was not maintained and the actions required in response to this. The Act currently requires the reporting of adult acute medical and surgical inpatient wards, There are 7 wards in Singleton Delivery Unit that meet the NSA criteria.

Staffing remains challenging across the Service Group as we see increased operational pressure as lockdown has been eased. There difficulty on daily basis in meeting the planned roster requirements on all of the medical inpatient wards at Singleton with the hotspots being Ward 3, 9, 6. In NPT Ward E is the hotspot.

Additional challenges relating to the cladding work have evolved due to delays in the project and 3rd wave of COVID resulting in adapted plans being implemented

Ward 1, 2 and Ward B surgical wards have been able to meet their planned roster requirements with a daily risk scoring of 4.

High patient acuity has been reported across all medical wards for patients with delirium; expressive behaviour and high risk of falls

A quality improvement work stream to review compliance with the enhanced observation framework continues to progress in NPT with the introduction of a Memory Impairment Advice Team.

High patient acuity has been reported across all sub-acute medical wards on NPT site for patients with delirium; expressive behaviour and high risk of falls with a reported risk of difficulty securing baseline and additional HCSWs.