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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	13 December 2022	Agenda Item	5.3
Report Title	Nursing & Midwifery Update		
Report Author	Helen Griffiths Corporate Head of Nursing Lynne Jones Head of Nursing Education		
Report Sponsor	Christine Williams Deputy Director of Nursing		
Presented by	Gareth Howells, Executive Director Nursing		
Freedom of Information	Open		
Purpose of the Report	To update the Workforce & OD committee on key relevant nursing matters		
Key Issues	<ul style="list-style-type: none"> • Welsh Nursing Care (WNCR) Roll Out • Chief Nursing Officer (CNO) Excellence Awards • Practice Learning Framework • Nosocomial Review • RCN Workforce Standards • Naso-gastric Feeding & Training • Nursing & Midwifery Board Strategy 		
Specific Action Required (please choose one only)	Information	Discussion	Assurance
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommendations	Members of the Workforce and OD Committee are asked to <ul style="list-style-type: none"> • Note The Updates 		

Nursing and Midwifery Board Update Report

1. INTRODUCTION

To update the Workforce & OD Committee on key relevant nursing matters.

2. BACKGROUND

The Nursing & Midwifery Board meets on a monthly basis and is chaired by the Director of Nursing & Patient Experience. This report provides updates to the Workforce & OD Committee on key nursing matters of relevance as outlined below

3. GOVERNANCE AND RISK ISSUES

The information outlined below provides an update on key relevant Nursing Matters that have been discussed in Nursing & Midwifery Board since August 2022

3.1 Welsh Nursing Care Roll Out

Following a previous update reported to Workforce & OD Committee in August 2022 the Welsh Nursing Care Record (WNCR) has now been successfully rolled out to all Adult wards within, Morriston Hospital. Feedback and engagement has been extremely positive and there has been exceptional team working between Nursing & Digital. Evaluation reports from both Neath Port Talbot & Singleton Hospital have been completed, where key findings have shown WNCR increases compliance with nursing documentation and risk assessments. With 50% compliance in the completeness in the paper nursing documentation increasing up to 83% compliance in the completeness of the nursing documentation utilising WNCR. Staff are using the system well and asking for more nursing documentation to be digitised

The next steps are to roll out further digital risk assessments in line with the All Wales Approach. The project closely links with other digital projects which include, Hospital Electronic Prescribing & Medicines Administration (HEPMA), and SIGNAL.

3.2 Chief Nursing Officer Excellence Awards.

Sue Tranka as Chief Nursing Officer for Wales was delighted to launch the “CNO Excellence awards” in 2022 which as a recognition scheme will recognise and reward those who make a real difference and is an

opportunity to showcase the excellent work, innovation, exemplary teamwork, achievements and dedication of our workforce in Wales. The scheme aims to celebrate the Welsh NHS nursing and midwifery workforce and those who go above and beyond their everyday roles to provide excellent care, leadership and inspiration. The excellence award nomination process is via an application submission to OCNOMailbox@gov.wales. The scheme will be open to nominations throughout the year. Nominations will be considered by the advisory committee which is made up of NHS key stakeholders and the CNO. (Appendix 1)

3.3 Practice Learning Framework

Practice based learning accounts for 50% of pre-registration nursing programmes and it is vital that undergraduate student nurses receive the high-quality practice learning experiences they need to achieve registration with the Nursing Midwifery Council (NMC). In 2018 the NMC launched revised Education Standards which aimed to develop student nurses in line with the skill set of the 'Future Nurse'. The aim of the attached Framework is to enable a standardised approach to practice-based learning and skills acquisition related to the 'Future Nurse' proficiencies. (Appendix 2).

3.4 COVID Nosocomial Review

Nursing Midwifery Board received an overview presentation of the COVID Nosocomial review undertaken to date. The review outlined a number of key learning elements and themes which had an impact on patients, families & staff. Initial findings show that there are similar themes across Wales and learning and sharing will take place to support improvements going forward. A presentation of the findings will be shared widely across the Health Board with an update to Board in Spring.

3.5 Royal College of Nursing (RCN) Standards Review

A Royal College of Nursing representative delivered a presentation on the RCN Nursing Workforce Standards. The benefits of the Workforce Standards are to promote excellent patient care. The standards are not enforceable in legislation but are best practice to follow and have been developed across the UK. The standards fit well with legislation and escalation guidance. (Copy of the presentation attached in Appendix 3).

3.6 Naso-gastric Feeding & Training

Currently, within SBUHB all staff have access to the nasogastric tube policy and nasogastric tube care bundle found on COIN. All new nurses (most are newly qualified nurses) to the health board attend an induction programme, within this there is a session covering the nasogastric tube policy, although this does not include practical session or a competency assessment.

In March 2018, Nasogastric feeding tube training was discussed in Nursing Midwifery Board, with a decision that all nurses should be competent to insertion and provide ongoing care for naso-gastric (and oro-gastric) feeding tubes. A staged approach was not agreed as a training model at this time.

A recent report shows poor uptake of the online module. It has been difficult to complete the online module and online assessment, as the nurse needs to register with the website in order to complete the online course. This registration is not instant and can take a day to send an email to activate. As the online module is required to undertake the verbal or practical competency assessments, this has hindered our training plan and overall health board compliance.

Nursing Midwifery Board agreed to firstly continue to undertake the online module through Avanos, until any newly developed All Wales Nasogastric feeding tube ESR training becomes available.

Secondly, introduce two levels of nasogastric competence.

- Level 1 competence would be a nurse able to provide ongoing care of an already established nasogastric feeding tube. This would be a shorter assessment and more easily carried out at ward level, during the routine care required for all patients with naso-gastric feeding tubes. This level of competence could be signed off by the level 2 nurses at ward level.
- Level 2 competence would be an experienced nurse who would be able to insert and provide all care to patients with nasogastric feeding tubes.

This full assessment would continue to need input from the Practice Development nurses (PDN) and need a judgement by the PDN as to whether a verbal or practical assessment of the naso-gastric tube insertion is required.

3.7 Nursing & Midwifery Strategy

The previous Nursing & Midwifery Strategy ran from 2017-2020. An updated Nursing & Midwifery Strategy has now been developed as we are emerging from the pandemic. Sue Tranka Chief Nursing Officer launched her priorities in April and these have been the foundation for the Strategy along with the Health Boards Values and the Nursing Midwifery Code. There has been wide spread engagement in producing the final Nursing Midwifery Strategy which is due to be signed off in the next Nursing Midwifery Board.

3.8 Nurse Recruitment

Student streamlining continues to provide new registrant nursing workforce through a centralised process. SBUHB have made improvements to the service provided to newly qualified staff by discussing their individual needs, which includes any support they might require as well as providing student placements in the areas in which they would like to work once qualified. We hope by increasing our engagement with our nursing students, SBUHB will recruit and retain their services. The current numbers for Autumn 2022 intake of student streamlining are 162 recruited, 5 have withdrawn for various reasons so there are currently 157 on-boarding. The split of student streamlining for 2022 is as follows: 85 allocated to Morriston Hospital with the remainder split across MH&LD, Paediatrics, NICU and Singleton Hospital.






Overseas nursing recruitment has also increased with the Health Board's aspiration to offer 350 Band 5 Nurses employment for financial year 22-23. By the end of March 2023 we are aiming to have landed circa 180/200 of those nurses in the UK with support of Health Board and agencies: Medacs and HCL. The numbers of nurses commencing their employment very much depends on external factors of compliance checks and visas being granted allowing them to work in the UK. All of the nurses interviewed have experience in their home countries as Registered Nurses across either Medical, Surgical, Paediatrics, Neonatal Intensive Care, Theatre specialties and want to develop their careers and work with advanced modern technology to provide high quality of care to patients. On a five weekly basis the target cohort consists of 32 nurses and we are set to welcome these numbers over the remaining four cohorts up until end of March 2023. An intensive interview schedule will continue to reach the Health Board's 350 target through a recruitment trip to India in December, agency interviews and direct applicant interviews.

4. **FINANCIAL IMPLICATIONS**

Where appropriate financial implications have been discussed in relevant Boards/Committees.

5. **RECOMMENDATION**

Workforce & OD Committee are asked to note the paper for information.

Governance and Assurance		
Link to Enabling Objectives <i>(please choose)</i>	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input checked="" type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input checked="" type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input checked="" type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input checked="" type="checkbox"/>
Health and Care Standards		
<i>(please choose)</i>	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
All areas discussed relate to a focus on improved quality patient and safety experience.		
Financial Implications		
Financial implications have been discussed in relevant Boards/Committees where appropriate.		
Legal Implications (including equality and diversity assessment)		
To meet the Nursing & Midwifery council requirements.		
Staffing Implications		
Staffing implications are outlined as part of the report.		
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)		
Long Term Implications have been considered.		
Report History	Elements of the report have been discussed in Nursing Midwifery Board September, October & November 2022	
Appendices	<div style="display: flex; flex-wrap: wrap; justify-content: space-around; align-items: center;"> <div style="text-align: center; margin: 5px;">  CNO Wales Excellence Awards </div> <div style="text-align: center; margin: 5px;">  SBAR - NasoGastric TerTube Competencies 1. </div> <div style="text-align: center; margin: 5px;">  Practice Learning Framework Version </div> <div style="text-align: center; margin: 5px;">  Letter from RCN Workforce Standard </div> <div style="text-align: center; margin: 5px;">  RCN Nursing Workforce Standard </div> </div>	