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WALES

Bwrdd Iechyd Prifysgol  
Abertawe Bro Morgannwg  
University Health Board



<b>Meeting Date</b>	<b>28 March 2019</b>		<b>Agenda Item</b>	<b>3.1</b>
<b>Meeting</b>	Health Board			
<b>Report Title</b>	Nurse Staffing Levels (Wales) Act update			
<b>Report Author</b>	Rob Jones, Corporate Matron Samantha Lewis, Assistant Director of Finance			
<b>Report Sponsor</b>	Helen Griffiths, Corporate Head of Nursing Cathy Dowling, Assistant Director of Nursing and Patient Experience			
<b>Presented by</b>	Gareth Howells, Director of Nursing and Patient Experience Lynne Hamilton, Director of Finance Hazel Robinson, Director of Workforce and OD			
<b>Freedom of Information</b>	Open			
<b>Purpose of the Report</b>	Report the nurse staffing calculations submitted by Unit Nurse Directors of ward areas that fall under the remit of the Nurse Staffing Act.			
<b>Key Issues</b>	Ensure compliance of calculations and reporting strategies in order to guide the Board to inform decisions regarding safe staffing numbers.			
<b>Specific Action Required</b> <i>(please ✓ one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>	<b>Approval</b>
			✓	
<b>Recommendations</b>	Members are asked to: <ul style="list-style-type: none"> <li>• <b>NOTE</b> the contents of this report and the phased implementation approach to fully comply with the agreed calculations presented to Board on the 25<sup>th</sup> June 2018.</li> </ul>			

# NURSE STAFFING LEVELS (WALES) ACT 2016

## 1. INTRODUCTION

The Nurse Staffing Levels (Wales) Act 2016 became law in March 2016, with a phased commencement. The Act requires health service bodies to make provision for appropriate nurse staffing levels, and ensure that they are providing sufficient nurses to allow the nurses' time to care for patients sensitively. Sections 25A relates to the Health Boards/NHS Trusts overarching responsibility which came into effect in April 2017, requiring Health Boards to ensure they had robust workforce plans, recruitment strategies, and structures and processes in place to ensure appropriate nurse staffing levels across their organisations.

This report aims to provide an up to date position of the health board's progress in implementation of the statutory requirements of the nurse staffing levels (Wales) Act. Previous reports have advised of the methodology followed as required within the all wales guidance, the wards meeting the defined criteria for inclusion along with the registered and non- registered workforce required. The Executive Board previously agreed to implement a phased risk based approach to meet the deficit in the funding identified to meet the nursing workforce requirements for the wards in scope.

## 2. BACKGROUND

The calculations during 2018 identified that there was a need to change the funded establishments of registered and non-registered nurses across the 39 wards. The required change is summarised in Appendix 1. The board agreed to fund by way of a phased risk assessed implementation plan. This phased implementation increased investment in nursing by £2.4m for Phase 1 and a further £1.5m for Phase 2 in April 2019 making us fully compliant with the financial/funding element of the Act. An increase in funded establishments will also significantly increase our vacancy levels. The recruitment and retention of staff is seen as a high priority and a number of work streams reporting through the NSA steering group are focusing on these issues.

## 3. ASSESSMENT

- **Morrison Hospital**

Following the 2018 establishment review Morrison hospital received an increase of 59.7 WTE Health Care Support Workers with a further increase of 17 WTE's as of April 2019 in order to meet the Nurse Staffing Act calculations. Due to the number of Registered Nurse vacancies within the Health Board it was seen as a priority to invest into positions confident that we could appoint to. The review showed a deficit of 8.34 WTE Registered Nurses, establishment budgets have been adjusted to meet this new figure and while recruitment into these posts is underway, any deficits are being supported by registered bank and agency staff.

Total financial investment into **Morrison Hospital is £2,272,000**

- **Princess of Wales Hospital (POWH)**

The bi-annual reviews performed during 2018 identified that the reportable areas required 204.96 WTE, 7.52 less than that funded for Registered Nurses. Despite this, the POWH funded allocation for Registered Nurses remained unchanged and they retained the funded budgets. In September 2018, an additional 11.62 WTE (whole time equivalent) Healthcare Support Worker budget was allocated to the establishments. In line with our risk based implementation it was planned that in April 2019 a further 3.9 WTE allocation would be provided.

Total financial investment into **POWH £197,000**

- **Singleton Hospital**

The 2018 establishment review of Singleton hospital resulted in an additional 27.7 WTE Health Care Support Workers with a further 2.6 WTE scheduled for April 2019 being included within the establishment budgets. An increase of 13.75 WTE Registered Nurses is underway as establishment budgets have been adjusted to meet this new figure and again while recruitment to these posts is underway, any deficits are being supported by registered bank and agency staff.

Total financial investment into **Singleton Hospital £1,297,000**

- **Neath Port Talbot Hospital (NPTH)**

In NPTH an additional 2.7 WTE Registered Nurses and 1.1 WTE Health Care Support Workers were identified as being required during the Nurse Staffing Act calculations. Establishment budgets have been adjusted to take effect as of 1<sup>st</sup> April 2019 and the recruitment process into these posts has begun.

- Total financial investment into **NPT Hospital £130,000**

#### **4. PROGRESS**

The Nurse Staffing Act steering group have focused on a number of key elements to ensure the Health Board are compliant with the Act and are taking all reasonable step in order to achieve the calculated planned roster of both registered nurses and health care support workers. The elements include:

- The production and implementation of an operational framework
- Monthly risk assessments of reportable ward areas
- Progressing work in the development of a dashboard to report breaches of the Act.
- Implementation of electronic devices to capture live patient acuity data.
- Furthering the development of the 'growing our own' initiative for health care support workers to undertake a degree in nursing.
- Overseas nurse recruitment monitoring.
- Student streamlining project
- Redevelopment of our Return to Practice programme.

- Ongoing work migrating all nurses to an electronic rostering system that integrates to nurse bank.
- Reviewing the national staffing standards for areas that are currently not reportable under the Act.
- Co-ordinating recruitment events within all service delivery units.
- Piloting a new exit interview in order to ascertain why staff are leaving the health board and look at ways to rectify situation.
- Training & development plans
- Rigorous approval process to ensure accuracy of the 6 monthly acuity data
- Ensure planned roster posters are produced and displayed on the entrance to each reporting ward

## **5. BOUNDARY CHANGE**

The Princess of Wales Hospital will now be required to report their establishment reviews and compliance with the Nurse Staffing Act to Cwm Taf University Health Board. The acuity data collected in January 2019 required for the next calculation will be transferred together with current status and work undertaken.

## **6. NEXT CALCULATION & REPORT**

Bi-annual reviews and reports will be submitted to the Board. The next review and calculation of the nurse staffing requirements within areas that fall under section 25(B) of the Act is currently in progress. Acuity data from January's audit will be reported alongside quality indicators (falls, pressure ulcers, medication errors) from 1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019. A review scrutiny panel consisting of the Directors of Nursing, Finance and Workforce & OD is scheduled for early May 2019. A report will be produced following this process to update the Executive Board on the current position, review findings and plan to ensure the staffing requirements are compliant with the Nurse Staffing Levels (Wales) Act 2016. This will be presented during May 2019 and an update will also be prepared for the Board meeting that month.

## **7. RECOMMENDATION / OPTIONS**

Members are asked to:

- **NOTE** the contents of this report and the phased implementation approach to fully comply with the agreed calculations presented to Board on the 25<sup>th</sup> June 2018.

<b>Governance and Assurance</b>										
<b>Link to corporate objectives</b> <i>(please ✓)</i>	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	
			✓							
<b>Link to Health and Care Standards</b> <i>(please ✓)</i>	Staying Healthy	Safe Care	Effective Care	Dignified Care	Timely Care	Individual Care	Staff and Resources			
		✓								
<b>Quality, Safety and Patient Experience</b>										
The Nurse Staffing levels (Wales) Act calculates the required amount of nursing staff needed within our acute medical and surgical wards by use of a triangulated method, Quality outcomes, patient acuity and professional judgement.										
<b>Financial Implications</b>										
<b>Legal Implications (including equality and diversity assessment)</b>										
Legal requirement to evidence all reasonable steps taken to comply with the Act.										
<b>Staffing Implications</b>										
Establishment budgets represent full compliance with the Act.										
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>										
<b>Report History</b>		Nurse staffing Act steering group 8/2/19								
<b>Appendices</b>		Appendix 1 : Ward Compliance								

Ward by Ward NSA Compliance



	April 2018 Funded Nursing Establishments		2018 NSA Calculations		April 2019 Funded Nursing Establishments		Funded Supernumerary Ward Manager	RN/HCSW % Split	Funded 26.9% Headroom	WTE per Bed	NSA rag rated Compliance
	RN	HCSW	RN	HCSW	RN	HCSW					
SGH Ward 2	18.35	5.08	27.77	11.61	27.77	11.61	✓	70/30	✓	1.31	
SGH Ward 3	21.96	14.69	21.96	22.74	21.96	22.74	✓	49/51	✓	1.49	
SGH Ward 4	19.79	15.08	20.19	22.74	20.19	22.74	✓	47/53	✓	1.49	
SGH Ward 6	21.96	11.14	21.96	13.38	21.96	13.38	✓	62/38	✓	1.18	
SGH Ward 8	21.96	11.14	21.96	16.94	21.96	16.94	✓	56/54	✓	1.3	
SGH Ward 9	17.42	9.55	20.19	11.61	20.19	11.61	✓	63/37	✓	1.38	
SGH Ward 12	23.39	19.37	33.57	24.52	33.57	24.52	✓	58/42	✓	1.74	
<b>TOTAL</b>	<b>153.9</b>	<b>93.2</b>	<b>167.6</b>	<b>123.5</b>	<b>167.6</b>	<b>123.5</b>					
MGH Pembroke	26.79	5.0	27.77	9.36	27.77	9.36	✓	75/25	✓	1.69	
MGH Cyril Evans	23.39	9.83	21.96	11.13	21.96	11.13	✓	66/34	✓	1.32	
MGH Dan Danio	16.62	6.75	16.16	9.36	16.16	9.36	✓	63/37	✓	1.42	
MGH Clydach	14.67	5.81	14.38	9.36	14.38	9.36	✓	60/40	✓	1.48	
MGH Ward D	20.19	9.36	21.96	22.74	21.96	22.74	✓	49/51	✓	1.66	
MGH Ward S	21.96	11.14	21.96	20.96	21.96	20.96	✓	51/49	✓	1.59	
MGH Gowers	20.19	9.36	21.96	17.41	21.96	17.41	✓	55/45	✓	1.66	
MGH Anglesey	27.57	9.74	30.02	20.96	30.02	20.96	✓	59/41	✓	2.04	
MGH Ward F	22.99	11.16	21.96	23.21	21.96	23.21	✓	49/51	✓	2.06	
MGH Ward V	24.72	15.25	27.77	20.96	27.77	20.96	✓	57/43	✓	1.52	
MGH Ward G	21.96	12.13	27.77	18.71	27.77	18.71	✓	60/40	✓	1.93	
MGH Ward T	22.84	11.88	25.99	15.16	25.99	15.16	✓	63/37	✓	1.52	
MGH Ward R	20.06	9.56	27.77	19.19	27.77	19.19	✓	59/41	✓	1.74	
MGH Ward H	21.32	9.07	22.73	11.61	22.73	11.61	✓	66/34	✓	1.32	
MGH Ward A	24.91	12.76	23.4	18.71	23.4	18.71	✓	55/45	✓	1.57	
MGH Ward B	17.01	11.69	23.74	16.94	23.74	16.94	✓	58/42	✓	1.56	
MGH Ward C	18.47	13.64	21.96	13.38	21.96	13.38	✓	62/38	✓	1.22	
MGH Ward J	26.23	14.73	23.74	16.94	23.74	16.94	✓	58/42	✓	1.4	
MGH Ward W	14.12	12.06	16.92	9.36	16.92	9.36	✓	64/36	✓	1.14	
MGH Powys	12.21	3.25	12.61	3.55	12.61	3.55	✓	78/22	✓	1.62	
MGH Cardigan	21.96	8.37	21.96	15.16	21.96	15.16	✓	59/41	✓	1.44	
<b>TOTAL</b>	<b>464.4</b>	<b>247.5</b>	<b>472.7</b>	<b>324.2</b>	<b>472.7</b>	<b>324.2</b>					
POW Ward 2	19.83	13.62	20.07	13.62	20.07	13.62	✓	60/40	✓	1.55	
POW Ward 4	31.32	13.18	28.24	13.62	28.24	13.62	✓	67/33	✓	1.5	
POW Ward 5	24.9	11.08	20.07	13.62	20.07	13.62	✓	60/40	✓	1.61	
POW Ward 6	22.23	13.38	20.07	13.62	20.07	13.62	✓	60/40	✓	1.37	
POW Ward 7	22.92	9.65	20.07	13.62	20.07	13.62	✓	60/40	✓	1.33	
POW Ward 8	24.01	11.13	20.07	13.62	20.07	13.62	✓	60/40	✓	1.33	
POW Ward 9	21.73	11.13	20.07	13.62	20.07	13.62	✓	60/40	✓	1.33	
POW Ward 10	22.13	13.38	20.07	13.62	20.07	13.62	✓	60/40	✓	1.28	
POW Ward 11	17.06	9.83	16.16	11.61	16.16	11.61	✓	58/42	✓	1.54	
POW Ward 20	21.56	13.38	20.07	13.62	20.07	13.62	✓	60/40	✓	1.48	
<b>TOTAL</b>	<b>212.5</b>	<b>122.6</b>	<b>205</b>	<b>134.2</b>	<b>205</b>	<b>134.2</b>					
NPT Ward A	11.81	4.0	14.5	5.1	14.5	5.1	✓	74/26	✓	1.03	
<b>TOTAL</b>	<b>11.81</b>	<b>4.0</b>	<b>14.5</b>	<b>5.1</b>	<b>14.5</b>	<b>5.1</b>					
<b>GRAND TOTAL</b>	<b>842.5</b>	<b>467.2</b>	<b>859.8</b>	<b>587</b>	<b>859.8</b>	<b>587</b>					