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Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

AGENDA ITEM 3.4

30 May 2019

University Health Board Report

NURSE STAFFING (WALES) ACT UPDATE REPORT

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Purpose of the Health Board Report

The purpose of this report is to update the Health Board on progress against its responsibilities in implementing the Nurse Staffing (Wales) Act, effective from the 6 April 2018.

This is the first report required under Section 25E of the Act which is to report the Health Board's compliance in maintaining the nurse staffing level for each adult acute medical and surgical ward, also to report on the impact which it is considered not maintaining nurse staffing levels has had on the care provided to patients by nurses.

An Implementation Plan has also been developed which will support the monitoring of progress in complying with the Act.

Governance

Link to Health Board Strategic Objective(s)

The Board's overarching role is to ensure its Strategy outlined within 'Cwm Taf Cares' 3 Year Integrated Medium Term Plan 2019-2022 and the related organisational objectives aligned with the Institute of Healthcare Improvement's (IHI) Quadruple Aim.

The Board Assurance Framework
Quality & Patient Safety Governance Framework

This report focuses on ensuring robust nurse staffing levels that will impact on the objectives above.

Supporting evidence

The Nurse Staffing (Wales) Act and consultation on the guidance documentation.

Engagement – Who has been involved in this work?

Director of Nursing, Midwifery and Patient Care, Assistant Director of Nursing, Director of Workforce and OD and team, Director of Finance and team, Chief Operating Officer and team, Heads of Nursing, staff side colleagues and All Wales Nurse Staffing Group.

Health Board Resolution to:							
APPROVE	✓	ENDORSE		DISCUSS	✓	NOTE	✓
Recommendation		The Health Board is asked to: <ul style="list-style-type: none">• NOTE the position of the University Health Board against its responsibilities to report under section 25E of the Act.• APPROVE the University Health Board’s Nurse Staffing Act Implementation Plan.					
Summarise the Impact of the Health Board Report							
Equality and diversity		There are no specific equality and diversity issues highlighted within this report					
Legal implications		There are legal implications highlighted within this report related to the Nurse Staffing (Wales) Act.					
Population Health		There are no specific issues related to population health.					
Quality, Safety & Patient Experience		Ensuring an appropriate nurse staffing level is a fundamental requirement for the delivery of high quality, safe care and a positive patient and staff experience.					
Resources		The staffing levels recommended by the Interim Director of Nursing, Midwifery and Patient Experience were approved for Cwm Taf University Health Board in January 2019. The position at the Princess of Wales is yet to be established.					
Risks and Assurance		This report highlights the need to ensure that nurse staffing levels are reported in local and corporate risk registers if indicated and provides assurance on the reporting and monitoring of nurse staffing levels within the organisation.					
Health & Care Standards		The 22 Health & Care Standards for NHS Wales are mapped into the 7 Quality Themes: Staying Healthy, Safe Care, Effective Care, Dignified Care, Timely Care, Individual Care, Staff & Resources http://www.wales.nhs.uk/sitesplus/documents/1064/24729_Health%20Standards%20Framework_2015_E1.pdf The work reported in this summary takes into account many of the related quality themes including safe and effective care.					
Workforce		The report is relevant to the nursing workforce across the health board.					
Freedom of Information Status		Open					

NURSE STAFFING (WALES) ACT UPDATE REPORT

1. **SITUATION / PURPOSE OF REPORT**

As set out in the Nurse Staffing Levels (Wales) Act 2016 Operational Guidance (**Appendix 1**), there is an expectation that under section 25E of the Act, the Health Board is required to formally report on the impact which they consider not maintaining nurse staffing levels has had on the care provided to patients by nurses.

For the reporting period April 2018 - March 2019, the Health Board is required to demonstrate its consideration of the most significant level of harm (serious incidents) reported when it conducts its routine data capture and review of the core quality indicators:

- Number of serious incidents of pressure damage (grade 3, 4 and unstageable);
- Number of serious incidents of falls which result in serious harm or death (i.e. level 4 and 5 incidents); and
- Number of serious incidents of medication related never events.

The Act also advises that complaints made in accordance with the Complaints Regulations about care provided to patients by nurses, is now required to report on this indicator from the beginning of April 2019 onwards.

These incidents will be reported through the University Health Board incident reporting systems and must also set out and report any actions that have been taken in response to not maintaining the nurse staffing level.

The Operational Guidance provides a template for reporting under Section 25E. For the purpose of this report and given the transition to Cwm Taf Morgannwg on 1 April 2019 two reports have been produced, one for the previous Cwm Taf UHB (**Appendix 2**) and a separate report for the Princess of Wales Hospital (**Appendix 3**).

Additionally, a Nurse Staffing Act Implementation Plan has been developed which will provide a structure for monitoring and reporting progress in meeting the requirements of the Act (**Appendix 4**). The Plan will be monitored monthly at the Nursing Workforce: Nurse staffing Act Group chaired by the Director of Nursing, Midwifery and Patient Experience.

2. BACKGROUND / INTRODUCTION

The Nurse Staffing Level (Wales) Act 2016 became law in Wales in March 2016. The Act requires health service bodies to make provision for an appropriate nurse staffing level wherever nursing services are provided, and to ensure that they are providing sufficient nurses to allow them time to care for patients sensitively.

The Act consists of 5 sections:

- 25A refers to the Health Board's overarching responsibility to have regard to providing sufficient nurses in all settings
- 25B requires the Health Board to calculate and take reasonable steps to maintain the nurse staffing level in all adult acute medical and surgical wards. Health boards/trusts are also required to inform patients of the nurse staffing level on those wards
- 25C requires the Health Board to use a specific method to calculate the nurse staffing level in all adult acute medical and surgical wards
- 25D relates to the statutory guidance released by Welsh Government, and
- **25E requires the Health Board to report their compliance in maintaining the nurse staffing level for each adult acute medical and surgical ward.**

3. ASSESSMENT / GOVERNANCE AND RISK ISSUES

In January 2019, the former Cwm Taf University Health Board, following the outcome of the extensive Nurse Staffing Level reviews which had been led by the Interim Director of Nursing, Midwifery and Patient Services and Interim Assistant Director of Nursing in collaboration with Heads of Nursing, Ward Sisters/Managers and senior members of the finance team, approved the staffing levels for the 20 wards identified as requiring consideration under the Act. Since then:

- the nurse staffing levels in these areas have been uplifted
- the correct staffing levels are displayed at the entrance to wards
- staffing levels are recorded and reviewed three times daily
- all reasonable steps are taken and recorded to maintain the correct staffing levels, and
- the processes to review the core quality indicators listed above have been developed and implemented.

Of note, given the former Cwm Taf University Health Board only became compliant with the Act in January 2019, these wards only have three months of data to report.

In relation to the Nurse Staffing (Wales) Act compliance position for the 5 medical wards and 5 surgical wards at the Princess of Wales Hospital (PoW),

the Health Board is seeking further clarification based on the information recently provided by Swansea Bay University Health Board in relation to PoW, adult and medical surgical wards.

Following integration there are inconsistencies in shift patterns across the new Cwm Taf Morgannwg UHB which has caused variations in the algorithms used to calculate the Whole Time Equivalent (WTE) required to achieve Nurse Staffing Act compliance. The Princess of Wales Hospital have calculated some of their establishments for wards/departments on their new amended shift patterns of 11.5 hours whereas the original Cwm Taf University Health Board have all their calculations based on 12 hour shift patterns.

The bi-annual acuity audit will be undertaken in June 2019 and subsequently all the acute medical and surgical wards within CTMUHB will be reviewed using the All Wales triangulation method of calculation.

4. **RECOMMENDATION**

The Health Board is asked to:

- **NOTE** the position of the University Health Board against its responsibilities to report under section 25E of the Act.
- **APPROVE** the University Health Board's Nurse Staffing Act Implementation Plan.

Freedom of Information Status	Open
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