

You asked:

1. How many nursing staff are employed by the health board? Part-time and full-time.

Staff Group	Headcount	
	Part Time	Full Time
Nursing and Midwifery Registered	1416	2422
Unqualified Health Care Support Worker	845	926

The above data has been extracted from the Electronic Staff Record (ESR) information system and shows the nursing workforce of Cwm Taf Morgannwg by headcount as at 8th January 2020.

2. How much does the health board spend on agency nursing per month (over the past year)?

	April	May	June	July	August	September	October	November	December
	£'k	£'k	£'k	£'k	£'k	£'k	£'k	£'k	£'k
Nurse Agency spend 19/20 Financial Year	884	1,186	1,314	1,546	1,282	1,648	1,368	1,456	1,557

	Royal Glamorgan Hospital (RGH)	Princess of Wales (POW)	Prince Charles Hospital (PCH)	Community
3. Has the health board introduced changes to nursing rotas in the past three years to extend unpaid meal breaks for nursing staff?	There have been no changes to the nursing rotas in the past three years to extend unpaid meal breaks for nursing staff.	*Please see response below table.	There have been no changes to the nursing rotas in the past three years to extend unpaid meal breaks for nursing staff.	There have been no changes to the nursing rotas in the past three years to extend unpaid meal breaks for nursing staff.
4. If so, what savings were made (monthly and annually)?	N/A	N/A	N/A	N/A
5. How many nursing staff currently have a one-hour unpaid meal break during a shift?	There are no nursing staff that have a one hour unpaid meal break during the 12 hour shift.	*Please see response below table.	There are no nursing staff that have a one hour unpaid meal break during the 12 hour shift.	Staff at Y Bwthyn Newydd (on the POW site) currently have a one hour unpaid meal break during their shift. 13 RN's

				7 HCSW's
6. How many of your nursing staff are paid for their meal break and in what units/wards?	There are no nursing staff paid for their meal break	There are no nursing staff paid for their meal break	There are no nursing staff paid for their meal break	There are no nursing staff paid for their meal break
7. What is the rationale for different payments and breaks – historic or practical?	There are no different payments for staff breaks.	*Please see response below table.	There are no different payments for staff breaks.	The rationale for staff in Y Bwthyn Newydd having one hour unpaid meals break is historical.

Princess of Wales Hospital response

3. Has the health board introduced changes to nursing rotas in the past three years to extend unpaid meal breaks for nursing staff?

In 2018 (whilst part of ABMUHB) the shift patterns on all acute wards within the Princess of Wales acute wards, acute medical unit and Emergency department were reviewed with the aim to establish standardised start and finish times within the acute wards, emergency department and the acute medical ward (please note the paediatric, maternity, mental health, and Y Bwythin wards were not part of this consultation)

It was agreed with staff side and HR teams that this be managed via a formal consultation and if changes were agreed that the implementation of this organisational change would be undertaken in line with the Organisational Change Policy for NHS Wales 1 April 2017 (commonly known as the OCP).

The standardised shift pattern agreed was implemented from June 2018.

The standardised shift pattern from June 2018 for 9 wards + Acute Medical unit & ED is as follows:-

	Start times	Finish times	Unpaid Break must be taken during the shift (not to be taken at start or end of shift) in line with WT regulations 1998
12.5hr shift	07.00hrs	19.30hrs	60 minutes in total (divided into two separate 30 minutes)
	19.00hrs	07.30hrs	60 minutes in total (divided into two separate 30 minutes)

The other 3 wards had the following standardised shift pattern from June 2018; however 1 of these wards moved (following consultation to the 12.5 hr shift pattern in 14th April 2019)

Traditional shift pattern	Start times	Finish times	Unpaid Break must be taken during the shift (not to be taken at start or end of shift) in line with WT regulations 1998
Early	07.00hrs	15.00hrs	30 minutes
Late	13.30hrs	21.30hrs	30 minutes
Night	21.00hrs	07.30hrs	60 minutes in total (divided into two separate 30 minutes)

Please note annual leave allowance for 12.5 hr shift pattern wards/departments is 11.5 hrs / annual leave day and 7.5 hrs annual leave per day.

4. If so, what savings were made (monthly and annually)?

I can confirm that from a Princess of Wales perspective we don't pay for breaks. The saving made by moving to the standardised shift pattern was approximately £650k annually for the site. This therefore equates to £54k per month across all the wards included in the standardisation programme.

5. How many nursing staff currently have a one-hour unpaid meal break during a shift?

In whole time equivalent terms:

431.02 RN & HCSW's on the 9 wards & AMU & ED which work the 12.5 shift pattern have unpaid meal breaks as identified in the above table; in addition our ITU staff (46.98 wte) also work this shift pattern.

95.30 RN & HCSW'S on the 8 hour shift pattern have unpaid meal breaks as identified in the above table (please note staff internally rotate to night shift so when on night shifts they have 2 x 30 minute meal breaks (unpaid).

6. How many of your nursing staff are paid for their meal break and in what units/wards?

There are no nursing staff paid for their meal break.

7. What is the rationale for different payments and breaks – historic or practical?

"The rationale for standardising shift patterns in POW hospital was for the following reasons (this was included in the consultation document)

- Improve patient experience and care by reducing the amount of "handovers" of allocated patients
- Enable nurse to bed ratio/registered to HCSW percentages to be actively managed and monitored in line with national guidance (Staffing Act 2016)
- Utilise the workforce in the most effective way
- Reduce the variation of shift patterns within ward areas
- Enable rosters to be managed more effectively and with greater transparency

- Ensure shift patterns worked are those that are within the funded ward/department establishment
- Allow Roster Key Performance Indicators to be monitored consistently
- Allow compliance with European Working Time directive to be monitored with greater transparency"