

# All Wales Nurse Staffing Programme

Adult Medical and Surgical Inpatient  
Workstream Update  
January 2022



## Introduction

The adult inpatient work stream is led by Jason Roberts (Deputy Executive Nurse Director, Cardiff & Vale University Health Board) and sponsored by Ruth Walker (Executive Nurse Director Cardiff & Vale University Health Board). The work stream is made of representatives from each health board/trust across Wales and is supported by Health Education and Improvement Wales. The purpose of the work stream is to support Health Boards to follow a 'Once for Wales' approach as they comply with the requirements of the Nurse Staffing Levels (Wales) Act.

Health boards have had a legal duty to calculate the nurse staffing levels on every adult acute medical and surgical ward bi-annually as a minimum to ensure that wards have the right number and skill mix of staff to meet the needs of patients, with the principle aim of providing high quality care, positive outcomes and experiences for patients.

Since April 2018 adult medical and surgical wards across Wales have been using an evidence based workforce planning tool to determine their nurse staffing establishments. The workforce planning tool determines the number and skill mix of nursing staff required to meet the needs of patients by triangulating three critical sources of knowledge:

- patient acuity
- quality indicators
- professional judgement.

The Act empowers and supports nursing staff from the ward to the board to calculate, monitor and maintain the nurse staffing levels. Each Welsh health board presents annual assurance papers to their Board providing assurance on their compliance with the Nurse Staffing Levels (Wales) Act. These reports are collated to inform the three early report to Welsh Government which evidences their actions and progress in complying with the Act.

## Progress to date

- As the 2nd duty of the Nurse Staffing Levels (Wales) Act has been extended to paediatric inpatient areas on 1st October 2021, members of the adult and paediatric workstream groups are working together to ensure the work is aligned and follows the 'Once for Wales' approach.
- Members of the adult and paediatric workstreams have worked with IT system providers to identify a national system to support health boards/trusts to access the information needed to inform decision making and reporting.
- The Nurse Staffing Programme team have devised a range of information and training materials to inform stakeholders, educate and train operational teams.
- Following health boards submission of their first three yearly assurance reports to Welsh Government in October the national reporting templates are being revised to ensure health boards follow the 'Once for Wales' approach when meeting the reporting requirements of the Act.
- The Nurse Staffing Programme team has delivered 'train the trainer' sessions to health boards/trusts to empower and equip operational teams to utilise the national tools.

## Next steps

- Explore the use of PowerBi to enable health boards to create local visualisers which will be used to inform decision making and workforce planning.
- Devise an e-learning training package on use of the Welsh Levels of Care tool.
- Implement the national IT system to enable health boards to access information to inform the calculation of the required nurse staffing levels and to aid reporting.
- Explore use of national systems to capture meaningful information about staff and patient experience.
- Explore combining the adult and paediatric workstreams and holding joint meetings to progress the work and support health boards/trusts in following the national approach as they comply with the requirements of the Nurse Staffing Levels (Wales) Act.

## Key Contacts

### Workstream Sponsor

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### Workstream Lead

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