

All Wales Nurse Staffing Programme

District Nurse Workstream Update
January 2022



Introduction

The All-Wales District Nursing Workstream consists of senior representatives from health boards across Wales who are working towards developing and testing an evidence-based workforce-planning tool to determine appropriate nurse staffing levels within district nursing (DN) services in Wales.

Our remit:

- Create and develop robust methods, tools, and approaches to determine nurse staffing levels in district nursing services, using the triangulation method of patient acuity, quality indicators and professional judgement.
- Ensure a 'Once for Wales' approach to ensure national consistency and standardisation.
- Support the use of the triangulated methodology to calculate nurse staffing levels.
- Support Health Boards and Trusts, and remain informed and conversant, with their progress of and compliance with the Interim District Nurse Staffing Principles.
- Support the development and facilitate the implementation of the workforce planning tool within community settings in health boards in Wales.
- Identify evidence-based quality indicators sensitive to district nursing which reflect quality in patient care.
- Develop a way of evidencing how professional judgement is used to define district nursing staffing levels and skill mix which enable district nursing teams to meet the needs of patients sensitively.
- Deliver the actions set out in the working groups plan to the timescales, highlighting risks and challenges to the work.

- Provide regular reports on the progress of the workstream against the workstream plan to the All-Wales Nurse Staffing Group and the Nurse Directors and Chief Nursing Officer.

Progress to date

Welsh Levels of Care

Following several national events and with the support of hundreds of district nurses across Wales, a draft District Nurse Welsh Levels of Care (WLoC) tool is being developed. The first phase of piloting the tool was completed in July 2021 by 87 district nurses from across Wales.

Training sessions on both the WLoC tool and the methods of data collection were delivered by the project lead in health boards across Wales and have been well received by operational teams. The results showed:

- 1433 acuity levels were recorded
- 91% of visits were for scheduled care
- 87% of visits were for follow up
- 86% of participants thought the tool was easy or very easy to use.

Supplementary guidance has been devised to support operational teams in using the draft WLoC tool. Phase 2 of the pilot will commence in November 2021. Supported by the project lead a Train the Trainer approach is being developed to assist and enable teams to deliver training locally.

Quality Indicators

The Quality Indicator subgroup has focussed on identifying quality indicators sensitive to district nursing services:

- exploratory work/research has been undertaken to identify district nurse sensitive quality indicators which have been presented to the All Wales Nurse Staffing Group
- following recommendations from the All Wales Nurse Staffing Group the quality indicators that the workstream group will be focussing on are:
 - end of life pathway
 - wound care
 - continence and
 - medication errors and omissions.

Professional Judgement

The Professional Judgement subgroup has:

- reviewed the Welsh Government statutory guidance regarding professional judgement to understand how it relates to district nursing
- explored what professional judgement means in practice, how professional judgement informs decision making within district nursing and how this may be captured and evaluated

Next steps

- Further specification of the identified quality indicators to ensure that they meet the requirements for district nursing
- Assess how using the 'Once for Wales' complaints and incidents reporting systems can support the measurement and evaluation of quality indicator measures in district nursing
- Undertake an evaluation and review of the draft Welsh Levels of Care tool in spring 2022
- Explore use of a Professional Judgement workbook for district nursing teams in February 2022 in order to capture the professional judgement of the staffing establishment and skill mix required to meet the workload activities of the team and caseload
- Devise a Standard Operating Procedure for recording and reporting the WLoC through the identified e scheduling tool, Malinko
- Hold virtual events / workshops across Wales to discuss and review Quality Indicators and Professional Judgement within district nursing across Wales
- Develop and deliver Train the Trainer sessions to assist teams in providing local training on how to use of the draft Welsh Levels of Care tool.

To access previous newsletters and find out more about the All Wales Nurse Staffing Programme and work undertaken by the workstream please access. the website.

Key Contacts

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