

# All Wales Nurse Staffing Programme

Mental Health Workstream Update  
January 2022



## Progress to date

The mental health inpatient workstream continues to make good progress, due to the scope of the programme being refined to initially focus on admission and treatment wards.

### **Interim Nurse Staffing Principles for Admission and Treatment Wards**

Over the last six months the mental health workstream has been devising draft interim nurse staffing principles for admission and treatment wards. The purpose of the principles is to ensure that health mental health teams across Wales follow a consistent approach to workforce planning. They will provide valuable intelligence by establishing a detailed baseline picture of the existing nursing workforce identify the resource gap between the current position and full compliance with those principles; and close that gap over time with gradually increasing compliance in preparation for any future regulations to extend the second duty of the Nurse Staffing Levels (Wales) Act.

Admission and treatment wards have completed a series of clinical and operational audits during October 2021. The data collected by each ward formed the foundation of their individual impact assessment against each of the principles which will be reviewed prior to the principles being published by Welsh Government.

## Welsh Levels of Care

Following work by hundreds of frontline mental health nurses the draft Welsh Levels of Care tool for admission and treatment wards has been approved in preparation for testing by operational teams within the health boards. The workstream group is preparing a comprehensive plan to support operational teams in piloting the tool during early 2022. Following completion of pilot the workstream will review the findings and seek feedback from operational teams which will be used to refine the tool.

## Professional Judgement

Professional judgment audits have taken place on admission and treatment wards during November 2021 using a professional judgement tool that continues to be developed and refined to capture the nurse's professional judgement in relation to the nurse staffing levels needed to care for patients of admission and treatment wards. The data will be validated by each health board and analysed, the findings of the audit will enhance the evidence base underpinning the tool and inform any changes that maybe required.

## Quality Indicators

The quality indicators subgroup has held a series of workshops with frontline nurses to explore specific quality indicators that are sensitive to the care provided by a nurse to patients within admission and treatment wards. Further sessions will be arranged early next year to progress this work and refine the quality indicators. In the interim the professional judgement workbooks are developing a robust evidence base to support additional quality indicators for admission and treatment wards.

# Next steps

- Findings from the impact assessments completed by health boards will be collated, reviewed, and presented to the All Wales Nurse Staffing group, Executive Nurse Directors and the Chief Nursing Officer.
- Welsh Government to publish the interim nurse staffing principles for admission and treatment wards.
- Further workshops to define nurse sensitive quality indicators specific to admission & treatment wards will be held.
- Professional judgement workbooks to be revised in collaboration with ward managers and team leaders in preparation for next audit planned for June 2022.
- Conduct pilot testing of the draft Welsh Levels of Care tool within admission and treatment wards.

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.