

Diweddariad Llif Gwaith Nyrsys Ardal

HAF 2021

AMDANOM NI

Mae Rhaglen Staff Nyrsio Cymru Gyfan yn cynnwys uwch gynrychiolwyr o fyrddau iechyd ledled Cymru sy'n gweithio tuag at ddatblygu a phrofi offeryn cynllunio gweithlu ar sail tystiolaeth i bennu lefelau staff nyrsio priodol o fewn gwasanaethau nyrsio ardal yng Nghymru.

Ein cylch gwaith

- Creu a datblygu dulliau, offer a dulliau cadarn i bennu lefelau staff nyrsio mewn gwasanaethau nyrsio ardal, gan ddefnyddio'r dull triongli o gywirdeb cleifion, dangosyddion ansawdd a barn broffesiynol.
- Cymryd dull 'Unwaith i Gymru' i sicrhau cysondeb a safoni cenedlaethol.
- Cefnogi'r defnydd o'r dull trionglog i gyfrifo lefelau staff nyrsio.
- Monitro cydymffurfiad ag egwyddorion interim Nyrsio Ardal Cymru Gyfan.
- Hwyluso a goruchwylio gweithrediad yr offeryn cynllunio gweithlu mewn lleoliadau cymunedol mewn Byrddau Iechyd yng Nghymru.
- Gwneud argymhellion yn seiliedig ar adolygiad o'r dystiolaeth bresennol a bydd yn cwrdd â safonau cenedlaethol a rhyngwladol.
- Cyflawni'r camau a nodir yng nghynllun y gweithgorau yn ôl yr amserlenni, gan dynnu sylw at risgiau a heriau i'r gwaith.
- Darparu adroddiadau rheolaidd ar hynt y llif gwaith yn erbyn y cynllun llif gwaith i Raglen Staff Nyrsio Cymru Gyfan a'r Cyfarwyddwyr Nyrsio / Prif Swyddog Nyrsio.



CYNNYDD HYD YN HYN

Lefelau Gofal Cymru

Yn dilyn sawl digwyddiad cenedlaethol a gyda chefnogaeth cannoedd o nyrsys ardal ledled Cymru, mae offeryn Lefelau Staff Nyrsio Cymru (Drafft) wedi'i ddatblygu'n llwyddiannus gyda cham cyntaf y peilot wedi'i gynllunio ar gyfer Mehefin/Gorffennaf 2021.

Mae sesiynau hyfforddi ar offeryn WLoC a'r dulliau casglu data wedi cychwyn. Mae canllawiau atodol a Chwestiynau Cyffredin hefyd yn cael eu datblygu a'u rhannu yn ystod sesiynau hyfforddi.

Cafwyd adborth cadarnhaol ac ymgysylltiad da gan dimau nyrsio ardal ledled Cymru gyda dros 100 o nyrsys ardal i fod i gymryd rhan yn y peilot, gan gynrychioli ystod o brofiad o rai newydd gymhwyso i rai profiadol iawn. Mae gwerthusiad o'r cam cyntaf hwn o brofi wedi'i gynllunio ar gyfer Awst/Medi gyda gwerthusiad ffurfiol ac argymhellion ar gael erbyn mis Tachwedd 2021.

Dangosyddion Ansawdd

Mae'r is-grŵp Dangosydd Ansawdd yn canolbwyntio ar nodi dangosyddion ansawdd sy'n sensitif i wasanaethau nyrsio ardal sy'n cwrdd â gofynion statudol y ddeddf. Ymhlith y camau allweddol a gynlluniwyd mae:

- cwblhawyd adolygiad o'r archwiliad ansawdd a gynhaliwyd yn flaenorol gan y Llif Gwaith a chytunwyd ar argymhellion ar gyfer y camau nesaf
- cydnabod bod unrhyw ddangosyddion ansawdd a nodwyd yn cwrdd â'r gofynion ar gyfer nyrsio ardal ac yn rhoi sicrwydd ynghylch cadernid unrhyw Offeryn QI
- rhoddir ystyriaeth i sicrhau bod dangosyddion yn dangos ansawdd mewn gwasanaethau sy'n gysylltiedig â staff nyrsio
- mae'r grŵp hefyd yn asesu sut y bydd defnyddio dull 'Unwaith i Gymru' yn galluogi arolygon profiad defnyddwyr gwasanaeth ac mae'r systemau Adrodd Cwynion a Digwyddiadau 'Unwaith i Gymru' yn cefnogi mesur a gwerthuso mesurau dangosyddion ansawdd mewn nyrsio ardal
- gwneir gwaith pellach hefyd ar ddatblygu arolwg profiad staff priodol.

Dyfarniad Proffesiynol

Nod yr is-grŵp Dyfarniad Proffesiynol yw:

- adolygu'r canllawiau statudol ynghylch barn broffesiynol a sut mae'n berthnasol i nyrsio ardal
- deall sut y gellir cymhwyso barn broffesiynol mewn nyrsio ardal a'r berthynas yn benodol â staff nyrsio
- archwilio i mewn i ddealltwriaeth mewn timau nyrsio ardal o ystyr barn broffesiynol yn ymarferol, sut mae barn broffesiynol yn llywio'r broses o wneud penderfyniadau a sut y gellir dal a gwerthuso hyn
- datblygu templed Llyfr Gwaith Dyfarniad Proffesiynol i ddal barn broffesiynol y sefydliad staffio a'r gymysgedd sgiliau a nodwyd fel sy'n ofynnol i fodloni gweithgareddau llwyth gwaith y tîm a'r llwyth achosion.

CAMAU NESAF

- Adolygu canfyddiadau cam cyntaf y peilot o'r offeryn Lefelau Gofal Cymru ar gyfer Nyrsys ardal a gynhaliwyd ym mis Gorffennaf 2021.
- Dadansoddi a gwerthuso canfyddiadau'r peilot a rhannu'r canlyniadau hyn â Llif Gwaith Nyrsys Ardal a Grŵp Rhaglen Staff Nyrsio Cymru Gyfan erbyn Tachwedd 2021.

CYSYLLTIADAU ALLWEDDOL

Noddwr Llif Gwaith

Alison Davies. Cyfarwyddwr Gweithredol Nyrsio a Bydwreigiaeth, Addysgu Lleol Powys.

Is-gadeirydd

Sandra Jones. Dirprwy Bennaeth Nyrsio, Cymuned. Bwrdd Iechyd Prifysgol Betsi Cadwaladr

Arweinydd Llif Gwaith

Ceri Griffiths. Pennaeth Nyrsio Cymunedol, Bwrdd Iechyd Prifysgol Hywel Dda.

Arweinydd y Prosiect

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ALL WALES NURSE STAFFING PROGRAMME



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Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

District Nurse Work Stream Update

SUMMER 2021



ABOUT US

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.
- Taking a 'Once for Wales' approach to ensure national consistency and standardisation.
- Support the use of the triangulated method to calculate nurse staffing levels.
- Monitor compliance with the All-Wales District Nursing interim principles.
- Facilitate and oversee the implementation of the workforce planning tool within community settings in health boards in Wales.
- Make recommendations based on a review of existing evidence and will meet national and international standards.
- 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/Chief Nursing Officer.



PROGRESS TO DATE

Welsh Levels of Care

Following several national events and with the support from hundreds of district nurses across Wales, a District Nurse (Draft) Welsh Levels of Care (WLoC) tool has been successfully developed with the first phase of the pilot planned for June/July 2021.

Training sessions on both the WLoC tool and the methods of data collection have commenced. Supplementary guidance and FAQ's are also being developed and shared during training sessions.

There has been positive feedback and good engagement from district nursing teams across Wales with over 100 district nurses due to participate in the pilot, representing a range of experience from newly qualified to very experienced.

Evaluation of this first phase of testing is planned for August/September with formal evaluation and recommendations available by November 2021.

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Quality Indicators

The Quality Indicator subgroup is focussing on identifying quality indicators sensitive to district nursing services that meet the statutory requirements of the act. Key actions planned include:

- a review of the quality audit previously undertaken by the workstream has been completed and recommendations for next steps have been agreed
- recognition that any quality indicators identified meet the requirements for district nursing and provide assurance as to the robustness of any QI Tool
- consideration will be given to ensure that indicators demonstrate quality in services related to nurse staffing
- the group is also assessing how using a 'Once for Wales' approach will enable service user experience surveys and the 'Once for Wales' Complaints and Incidents Reporting systems support the measurement and evaluation of quality indicator measures in district nursing
- further work will also be undertaken on developing an appropriate staff experience survey.

Professional Judgement

The Professional Judgement subgroup aims to:

- review the statutory guidance regarding professional judgement and how it relates to district nursing
- understand how professional judgement can be applied in district nursing and the relation specifically to nurse staffing
- explore understanding in district nursing teams of what professional judgement means in practice, how professional judgement informs decision making and how this may be captured and evaluated
- develop a Professional Judgement Workbook template to capture the professional judgement of the staffing establishment and skill mix identified as required to meet the workload activities of the team and caseload.

NEXT STEPS

- Review the findings of the first phase of the pilot of the WLoC tool for district Nursing which was conducted in July 2021.
- Analyse and evaluate the findings from the pilot and share these results with the DN Workstream and the All-Wales Nurse Staffing Group by November 2021.

KEY CONTACTS

Workstream Sponsor

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