



Scope of the nursing workforce plan

This is the first newsletter to showcase the development of a nursing workforce plan for Wales, led by Health Education and Improvement Wales (HEIW).

The Workforce Strategy (WFS) for Health and Social Care included an action to develop a nursing workforce plan under the 'workforce supply and shape' theme. However, the plan will link to all seven themes.

Aim of the plan

The aim is to ensure a sustainable supply of competent, caring, engaged nurses to meet the needs of NHS Wales.

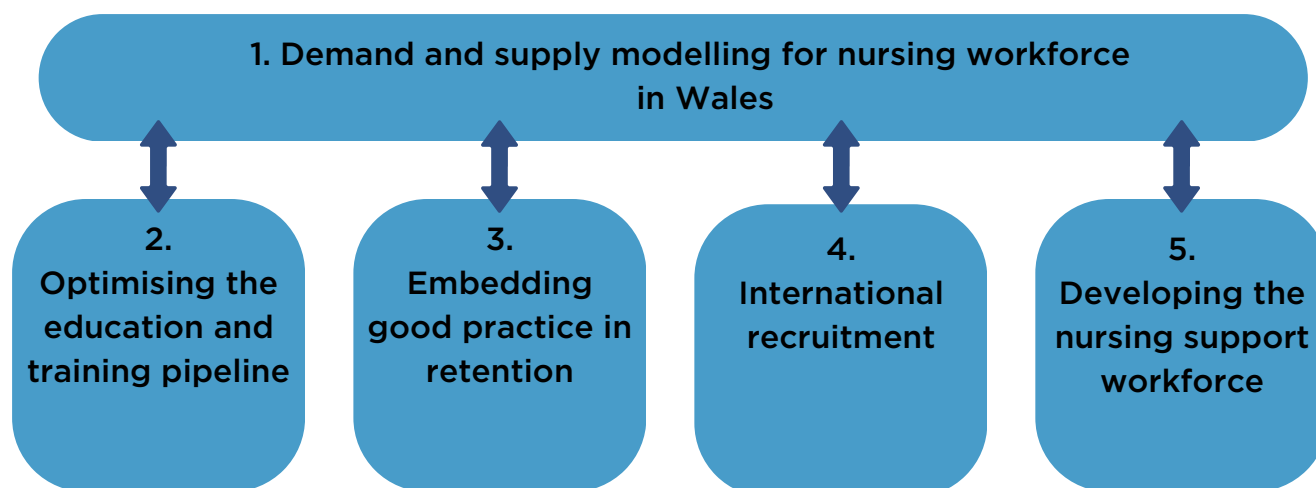
The first phase of work will focus on the immediate priorities to develop a coherent demand and supply plan for registered nurses and the nursing support workforce. This is expected to be completed by March 2023.



This will be the foundation for the development of a broader strategic Nursing Workforce Plan built on the seven themes of the WFS - supporting a sustainable approach for the longer term. This is expected to be completed by March 2024.

All four fields of nursing are to be included in this scope alongside the nursing support workforce.

Our five priority areas for phase one



The four workstreams must all feed into the work around demand and supply modelling for the nursing workforce in Wales, as the issues may differ and require different solutions.

Objectives of the five priority areas:

1. The demand and supply modelling will provide projections for nursing over the next five years and establish a model that can continue to inform workforce planning. Led by Clem Price (HEIW).
2. The education and training pipeline will ensure that arrangements are in place to maximise the numbers of new nursing graduates entering the workforce. This requires a focus on number of places, applications and acceptances, attrition, quality and transition. Led by Martin Riley (HEIW).
3. The retention plan and guidance will reduce leavers from the nursing workforce and maximise participation rates in our nursing workforce. Led by Nicola Lewis (HEIW).
4. The international recruitment will optimise ethical recruitment of registered nursing staff to contribute to supply in NHS Wales. Led by Angela Jones (NWSSP).
5. The nursing support workforce work will optimise the workforce in Wales across all roles to enable a team based approach. Led by Rachel Mooney (HEIW).

The story so far...

The five priority areas have established working groups to lead on the objectives. We have established an internal development group to shape the direction of the nursing workforce plan and a steering group as part of the governance structure to provide oversight and scrutiny over the programme.

Membership of the steering group includes representatives from HEIW, Executive Directors of Nursing, Royal College of Nursing, Finance Delivery Unit, Welsh Government, NHS Wales Shared Services Partnership and Executive Directors of Workforce and Organisational Development.

During the programme, we will be engaging with nurses and the wider workforce in Wales.

Meet the team



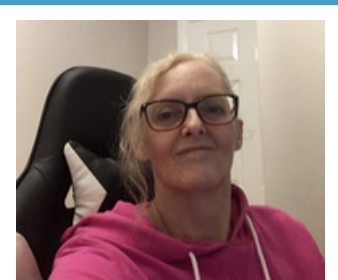
Hi I'm Lucy Dobbin, the Senior Project Support Officer for the nursing workforce plan. In my previous role I provided administrative support to the transformation project in a primary care cluster in Cardiff. I am delighted to have the opportunity to transfer and develop my skills over to such an exciting and prominent piece of work to help shape the future and current workforce of nursing in Wales.

Hi, I'm Charlie Evans. I am an M&S retailer by background but I have been delighted to bring my skills to the NHS in the last year. I have been leading the Adferiad (Recovery) COVID programme in Aneurin Bevan University Health Board and look forward to this next challenge of being Strategic Programme Manager for the nursing workforce plan. Nursing is an incredible profession made up of the best people in our NHS. I look forward to helping recruit, retain and develop our brilliant people.



Hi, I'm Nicola Lewis, the Design and Development Manager for the nursing workforce plan. My background is in paediatric nursing including general paediatric in-patient care. I gained my RSCN in 1995, following with specialising in paediatric oncology and haematology. I've undertaken several secondments throughout my nursing career, that include, specialist, educational and managerial roles. The latest being in HEIW where I'm excited and feel privileged to support, advise and develop with colleagues a nursing workforce plan for Wales.

Hi, I'm Gail Harries-Huntley. My background is in critical care nursing. I have worked in HEIW and predecessor organisations for almost eight years and have led a number of national pieces of work. The nursing workforce plan for Wales is an exciting opportunity to develop a sustainable plan to ensure we are able to attract, retain and support our valuable nursing resource into the future.



For more information, please contact: HEIW.NursingWorkforcePlan@wales.nhs.uk

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