

Nursing workforce plan

Spring 2023 Newsletter



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Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

The nursing workforce plan team welcomes you to the latest edition of our newsletter, bringing you the latest updates on the development of a strategic workforce plan for nursing in Wales.

Phase 1 of the plan commenced in September 2022 and has drawn to a close at the end of March 2023. We have now transitioned into phase 2.



Workstream 1 - Demand and Supply.

Objective: To provide a demand and supply overview of registered nursing over the next 5 years using a Workforce Shape and Supply Tool that will inform workforce planning.

Output: Health boards and trusts have completed a Workforce Shape and Supply Tool. The data analysis has so far informed us that there's an increasing proportion of population that is of a non-working age. Also, the nursing workforce has increased significantly over the last decade, particularly amongst adult nursing. However, demand for nursing is also increasing significantly, which is exacerbating the gap between the demands placed on our workforce and the overall numbers of nurses.

Workstream 2 - Education and Training.

Objective: To ensure that arrangements are in place to maximise the number of new nursing graduates entering the workforce.

Output: Initiatives have been developed to increase student nursing numbers. Some of these include development of a level 4 qualification to support students to go directly into year 2 of a nursing degree. Moreover, we are developing programmes to encourage participation in nursing from minority groups, including men, veterans and people from rural areas.

Workstream 3 - Retention Plan and Guidance.

Objective: To reduce leavers and maximise participating rates in the nursing workforce.

Output: A Valuing and Retaining our Staff in the NHS in Wales Retention Guide and Self-Assessment Tool is on course for publication by the end of April. Following the publication of the National Workforce Implementation Plan, a Nursing Retention Plan will be produced by the end of April also.

Workstream 4 - International Recruitment.

Objective: To optimise ethical international recruitment of registered nursing staff to contribute to supply in NHS Wales.

Output: An additional 400+ international nurses have been recruited to Health Boards in Wales as part of phase 1. An in-country careers fair is scheduled to take place in Kerala as part of an inter-governmental Memorandum of Understanding.

Workstream 5 - Nursing Support Workforce.

Objective: to optimise the nursing support workforce in Wales across all roles to enable a team based approach.

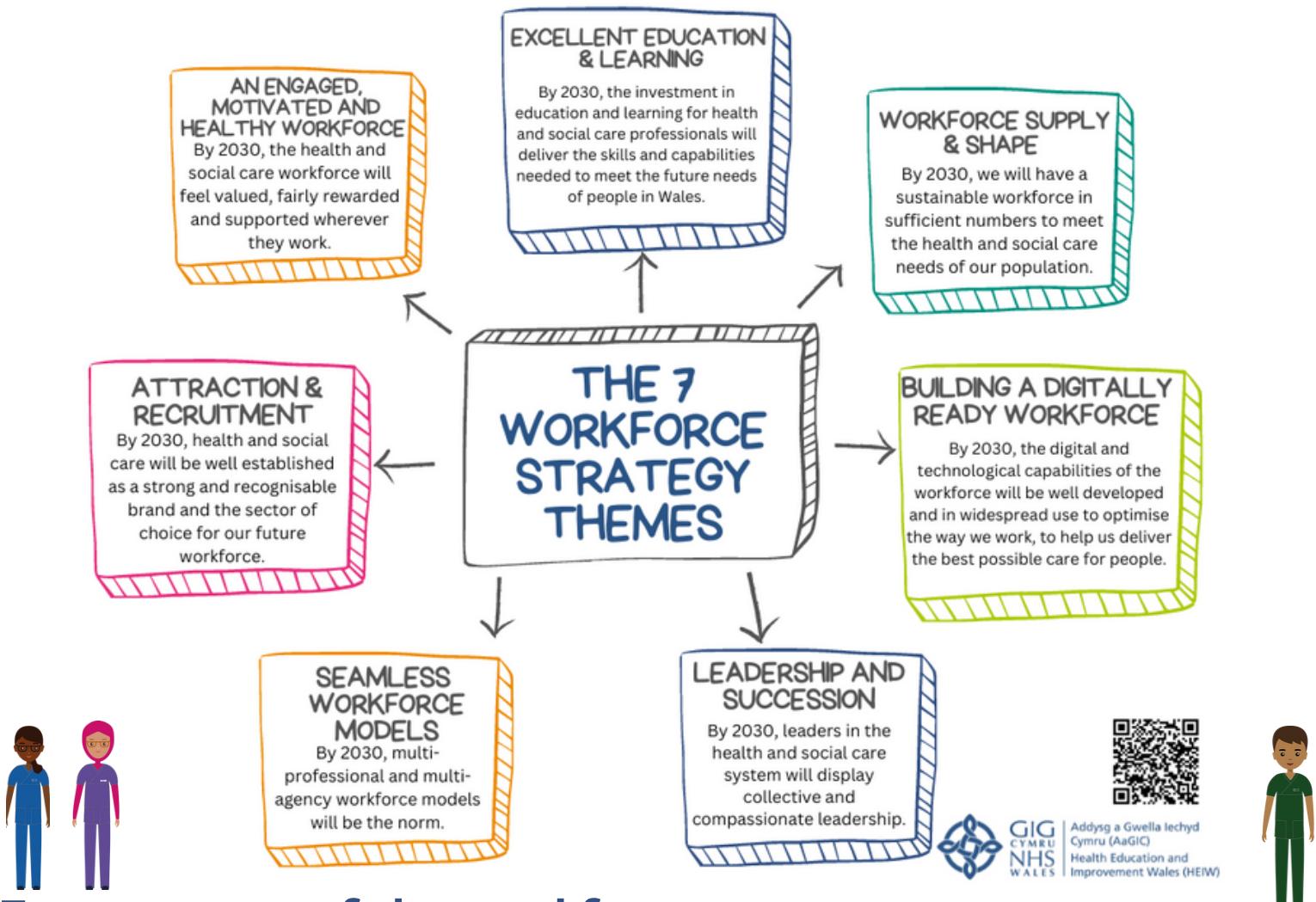
A row of seven cartoon-style illustrations of healthcare workers in various uniforms, including scrubs and caps, representing diversity in age and ethnicity.
Output: We have collated case studies across the Bands 2-4 workforce to showcase the impact of nursing support workers on the Careersville platform. Visuals have been developed to showcase the learning and education pathways for HCSWs, identifying gaps and providing recommendations. As well as a summary of work to date of the HCSW workforce and national band 4 roles.

Phase 2 at a glance

Phase 1 was targeted on those five priority areas.

Phase 2 focuses on the production of the Strategic Nursing Workforce Plan for Wales. This started in April 2023 and will conclude in March 2024. The main business of phase 2 will include:

- The engagement of the nursing workforce.
- Writing the Strategic Nursing Workforce Plan.
- The consultation on the Strategic Nursing Workforce Plan.
- Refining and costing the Strategic Nursing Workforce Plan.
- The launch and publication of the Strategic Nursing Workforce Plan.



Engagement of the workforce

It's time to listen to our nurses. 'Clever Together', an engagement company working with HEIW on the nursing workforce plan, is beginning its engagement with the nursing workforce from May 2023. This will take place in the form of an open, anonymised conversation, on an online platform. This will give our workforce the opportunity to freely speak their mind, provide us with insights from lived experiences, and co-create the plan. Keep your eyes peeled for this exciting project!



Here are Charlie and Lucy from the NWP team attending the HEIW Workforce Planning Spring Conference, showcasing the progression of the Nursing Workforce Plan so far - what a fun day!

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