ALL WALES NURSE STAFFING PROGRAMME

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.

## 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

Alison Davies. Executive Director of Nursing & Midwifery. Powys Teaching Health Board

### Vice chair

Sandra Jones. Deputy Head of Nursing, Community. Betsi Cadwaladr University Health Board

### Workstream lead

Ceri Griffiths. Community Head of Nursing. Hywel Dda University Health Board

### Project lead

Jody [Hill4@wales.nhs.uk](mailto:Hill4@wales.nhs.uk)