

ALL WALES NURSE STAFFING PROGRAMME

Mental Health Work Stream Update

SUMMER 2021



GIG
CYMRU
NHS
WALES

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



The shared goal of the mental health programme is to co-produce a suite of national tools, to enable health boards to comply with the second duty of the Nurse Staffing Levels (Wales) Act 2016, when the Act is extended to include mental health services in the future. The tools will support health boards to evidence how the nurse staffing level for each ward has been calculated. The Act mandates the use of the triangulated methodology when calculating the nurse staffing level. In Wales the mental health inpatient service consists over 105 wards, 7 sub specialities and further specialities within speciality of practice. Due to this level of complexity, the workstream group have agreed that the scope of the mental health inpatient workstream should be refocused, initially developing a suite of tools for wards that fall under the category of Admission and Treatment wards.



PROGRESS TO DATE

Interim Nurse Staffing Principles for Admission & Treatment Wards

The primary purpose of the principles is to ensure that mental health admission & treatment wards 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 in those wards; 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 2016 Act's second duty.

Health boards will conduct an impact assessment on the draft interim nurse staffing principles prior to them being finalised and published by Welsh Government. Once published health boards will report their progress against the principles on a bi-annual basis to Welsh Government.

Welsh Levels of Care (WLoC)

The Welsh Levels of Care tool is a national tool being developed by nursing staff to enable nurses to measure a patient's level of acuity and dependency. A series of workshops have been held with front line nurses during June 2021 to develop a range

Follow us



@HEIW_NHS



HEIW.NHS



HEIW-AaGIC



NHS-HEIW

of descriptors relating to the needs of patients under 5 key themes relating to patients on Admission and Treatment wards. The workstream is finalising the draft tool and will deliver training to support and equip mental health nurses in piloting the tool.

Professional Judgement

The mental health workstream group and professional judgement subgroup have devised a workbook which enables valuable information about a nurse's professional judgement, relating to the number and skill mix of nursing staff needed to meet the needs of patients, to be captured.

The workbooks have been completed on a bi-annual basis by operational teams since 2018. The data has been collated and analysed to further develop the workbooks and the findings are shared with health boards.

Quality Indicators

The quality indicator subgroup is considering which quality indicators are sensitive to nurse staffing within mental health admission and treatment wards. A series of comprehensive literature reviews have been undertaken in relation to medication errors, falls and pressure sores. Work is required to develop a set of shared standards for investigating and reporting these quality indicators.

NEXT STEPS

- Health boards to conduct individual impact assessments based on the draft interim nurse staffing principles.
- Welsh government to publish interim nurse staffing principles for mental health admission and treatment wards.
- Workshops to be held with nurses to define nurse sensitive quality indicators specific to assessment & treatment wards.
- Scope current workforce interpretation of reporting and investigation process of quality indicators and begin work to align the investigation and reporting of quality indicators across admission and treatment wards
- Professional judgement workbooks to be revised in collaboration with ward managers and team leaders in preparation for the next audit planned for November 2021.

KEY CONTACTS

Project sponsor

Mandy Rayani
(Nurse Director, Quality and Safety,
Hywel Dda University Health Board)

Deputy workstream lead

Sara Rees
(Lead Assistant Director of Nursing,
Hywel Dda University Health Board)

Workstream lead

Stephen Jones
(Nurse Director, Mental Health and
Learning Disabilities, Swansea University
Health Board)

Project Lead

James Robinson
(Mental Health Project Lead, All Wales
Nurse Staffing Programme, Health
Education and Improvement Wales)