

Date: Wednesday 13 March 2002

Venue: Committee Room 2, National Assembly for Wales

Title: Replacement body to Welsh National Board for Nursing, Midwifery and Health Visiting (WNB)

Purpose

1. For the Health and Social Services Committee to note:

- The current position with regards to the replacement body for the Welsh National Board for Nursing, Midwifery and Health Visiting (WNB)
- The Change Management Group (Wales) recommendations paper (doc 1 refers)

Background

Position with regards to the NHS in Wales

2. The strategic approach adopted by the National Assembly for Wales for the Welsh Health Service is based on partnership and joint working practices which will require a corporate team approach to workforce issues that will work for the benefit of all staff and health organisations in Wales. Ensuring the NHS trains the right numbers and types of clinical staff at both pre and post registration level, is a complex process. Close co-operation between the NHS and other employers of healthcare staff, education and training providers and the professional bodies is required to ensure that staff become suitably qualified and fit for purpose. These are all issues highlighted within the NHS Plan for Wales.

3. There are a number of formal partnership agreements between the NHS and other employers, higher education institutions and the statutory and professional bodies who regulate the different non-medical professions. Together they determine whether the student is "fit for award, fit for purpose and fit for practice". In particular, there are a range of organisations and agencies that carry out quality assurance or accreditation functions both within higher education and the health service. It is envisaged that the replacement body for the WNB will be a unique driving force in working with and across various organisations to support and further develop the modernisation and reform of NHS Wales through

ensuring quality in education and training for the NHS workforce.

Establishment of a Change Management Group (Wales)

4. Following the recommendations highlighted as a result of the J M Report in February 1999, the National Assembly (formerly the Welsh Office) received an undertaking from the then Secretary of State Frank Dobson, and the Deputy Prime Minister to determine the structure and the functions of a new Welsh body, to undertake quality assurance for professional education.

5. A Welsh Review Group (WRG) was subsequently established, and independently Chaired by Professor Sir Adrian Webb, Vice Chancellor of the University of Glamorgan, to oversee the establishment of the replacement body to the WNB, and to recommend to the Assembly, the relevant functions and structure of the new body. These recommendations were then presented to and agreed by the Health and Social Services Committee on 29 June 2000 - ([HSS-14-00\(p.3\)](#)) refers.

6. Since the Health and Social Services agreement at June 2000, a range of other potential functions for the new body have emerged. To facilitate this change and in light of emergent policy initiatives with NHS Wales, a Change Management Group Wales (CMG (W)) was established. The membership of the Group includes Doctors, Dentists, Pharmacists, Nurses, Midwives and Health Visitors, Allied Health Professions and Healthcare/ Clinical Scientists. CMG (W) is also Chaired by Professor Sir Adrian Webb and has a Deputy Chair, Professor Tony Hazell Chair of Velindre NHS Trust and Head of Support Unit at University of Wales Institute Cardiff.

7. CMG(W) established a Communication and Consultation Sub-Group, which included representation from the Welsh members of the new Nursing and Midwifery Council and the new Health Professions Council. This Sub Group carried out a series of all Wales workshops to seek and engage the view of health professionals, clinicians and managers on the structure and functions proposed for the new Welsh body. A great deal of support emerged to continue to proceed in the direction set by CMG (W).

Summary/Recommendations

8. The Change Management Group (Wales) has developed a set of recommendations for a new multi professional body to support and underpin the development of the NHS Wales workforce. Details are contained in the attached paper at Doc 1.

9. The Health and Social Services Committee is asked to formally note these recommendations.

To Note: Health Professions Wales, has been agreed as the preferred name for the new Welsh body.

Compliance

10. The WNB is currently funded by the National Assembly under the Nurses, Midwives and Health

Visitors Act 1997 and the National Health Service Act 1977, in conjunction with Section's 40 and 85 of the Government of Wales Act 1998. The Assembly's powers under the NHS Act exercised in conjunction with Sections 40 and 85 of the Government of Wales Act will allow the interim arrangements to operate after the WNB is abolished. These powers have been transferred to the Assembly and delegated to the Minister for Health and Social Services. There are no issues of regularity and propriety.

Timing

11. On 31 March 2002, the WNB will cease to exist. In order to create a multi-purpose ASPB we require primary legislation. Our legal advisors instructed Parliamentary Counsel to include in the NHS (Wales) Bill relevant provision to give the Assembly the appropriate powers to establish an ASPB by Assembly Statutory Instrument. However, we have been informed that the Bill is not likely to receive Parliament consent before summer 2003.

12. We are therefore intending to implement alternative plans to cover the interim period from the 1st April 2002 until the necessary legislation has been achieved. The options that have been proposed and considered have included the full absorption of the WNB into the Assembly, a Special Health Authority and the establishment of an Executive Agency. These options have been explored but none would meet all the policy objectives of the Assembly and have been rejected. The new body will become a 'Unit' within the Assembly to cover the interim period until the necessary primary legislation has been sought and will continue with the present structure and arrangements based on the existing ASPB framework. In effect, although not in law, a 'shadow' ASPB within the Assembly.

Cross-cutting themes

13. (i) Implementation of reforms arising from the NHS Plan for Wales;
(ii) Emerging developments in inter and multi professional education and training;
(iii) UK wide changes in quality assuring professional education and training;
(iv) Broader reforms affecting the public sector.

Action for Subject Committee

14. The Health & Social Services Committee are asked to note the CMG (W) paper and progress to date in establishing the new Welsh body.

JANE HUTT

Minister for Health and Social Services

The Contact Point for NHS queries is Thomas J Moore, Project Director for establishing this new

Welsh body. Telephone Number: (029) 20826888

E-mail: Thomas.Moore@wales.gsi.gov.uk

Doc 1

RECOMMENDATIONS FROM CHANGE MANAGEMENT GROUP WALES TO THE NATIONAL ASSEMBLY FOR WALES - February 2002

INTRODUCTION

The remit of Change Management Group (Wales) – CMG (W) - was to discharge two main functions;

- To oversee the establishment of a new body for Wales by 1 April 2002, including the transfer of functions from the Welsh National Board for Nursing, Midwifery and Health Visiting (WNB) and,
- To take a lead in locating other functions, in a creative and cost effective manner, by working across professional boundaries, in order to establish a unique solution to the challenges facing the healthcare professions in Wales.

The constituency of CMG (W) entailed a broad health and education representation from across Wales, designed to ensure the involvement of multiple stakeholders in discharging the above functions. It has met to date on three occasions:

- 23 July 2001
- 5 October 2001
- 11 December 2001.

CMG (W) has drawn upon a wide range of both formal and informal networks to inform its work.

BACKGROUND

Further to the independent review, initiated by the four UK Health Departments in 1998, of the Nurses, Midwives and Health Visitors Act, the government accepted the recommendation that the five Statutory Bodies (United Kingdom Council for Nursing, Midwifery and Health Visiting -UKCC- and the four National Boards, including the WNB), would be abolished and replaced by a new single UK body - the Nursing and Midwifery Council (NMC).

The then Welsh Office received an undertaking from the Secretary of State for Health and the Deputy Prime Minister, that in the context of devolution, it would be appropriate for the National Assembly for Wales (NAfW) to determine the structure and functions of a new Welsh body.

Consequently, a Welsh Review Group (WRG) was established whose goal it was to recommend to the NAFW, the structure and functions of the new body. The WRG met with the Health and Social Services Committee (H&SSC) on 29 June 2000. The Committee agreed to the establishment of a new Welsh body and the proposed functions recommended by the WRG. Progress thereafter was hampered by a range of issues on the type of legal entity of the new Welsh body. However, work is now underway to create a new Assembly Sponsored Public Body (ASPB). This requires primary legislation via the NHS (Wales) Bill, which is scheduled to be laid before Parliament in October 2002. In the intervening period from the 1st April 2002 until primary legislation is enacted, a 'shadow ASPB'/Unit within the National Assembly is being established.

Since the Health and Social Services Committee agreement at June 2000, a range of other potential functions for the new Welsh body have emerged. To further facilitate this process and in the context of the evolving policy direction of NHS Wales identified below, Change Management Group Wales was established by the National Assembly.

KEY POLICY DRIVERS FOR CHANGE.

A range of policy initiatives at Wales and UK level have created new challenges and opportunities, which this new Welsh body could play a key role in supporting, through to implementation. At the forefront of these developments is the goal of investing in and strengthening the workforce at all levels, and across sectors, so as to underpin the range, flexibility and quality of the services we are able to offer the communities we serve, across Wales.

Recent examples of policy initiatives include; Improving Health in Wales; A Plan for the NHS and its partners (NAFW,2001); A Human Resources Strategy for NHS Wales-Delivering for Patients (NAFW,2001); A Workforce of All The Talents (DH, 2001); Shifting The Balance of Power;The Next Steps (DH. 2001); Structural Change in the NHS in Wales (NAFW,2001); The Learning Country (NAFW,2001); Creating The Potential (NAFW, 2000); Realising The Potential (NAFW, 2000); QAA Benchmark Standards (QAA, 2001). Additionally, the primary care strategy, The Future of Primary Care (NAFW, 2000) and National Service Frameworks, will demand practitioners with new skills and competencies, so that they can be implemented effectively in order to support the modernisation and reform of NHS Wales.

These are crucial changes which are planned, they are milestones, and of a magnitude which will require a responsive, adaptive and well equipped workforce which is truly empowered, if we are to develop our commitment to our communities in Wales. We also need to build further upon the learning infrastructure which already exists, and create a real momentum for lifelong learning, which shows our staff we value and support them in developing new skills and new ways of working, across boundaries, professional and geographical, to deliver our agenda for change. It is also an imperative that we in Wales have clear standards at an all Wales level for the continuing personal and professional development of all sectors of the workforce. This will ensure that we have one standard for delivering and accounting for the services we provide to our service users. They deserve no less. Our commitment should match this expectation,

in full.

This new Welsh body is an ideal and timely vehicle for delivering, through partnership working, this dynamic change agenda.

This is a real opportunity for ‘making a difference’.

RECOMMENDATIONS

The following are the recommendations from Change Management Group Wales in relation to the remit and functions of the new Welsh body:

1. Support for the functions agreed by the Health and Social Services Committee at June 2000 – See Appendix 1

2. Creation of a multi-professional body for Wales – See Appendix 2

This new body is to include Allied Health Professionals and Clinical Scientists, (NB. the ‘new title’ being used to encompass all of those Clinical Scientist staff who have a common role to play in the NHS, is now Healthcare Scientists, (‘Making the Change; A Strategy for the Professions in Healthcare Science; DoH 2001)), as well as Nurses, Midwives and Health Visitors. This does not preclude the constituency of the body being widened at a later date to include other professions/disciplines.

3. Additional functions – See Appendix 3

4. Name of new Welsh body

The following names are proposed for the new Welsh body:

Health Professions Board Wales (HPBW) - Bwrdd Proffesiynau Iechyd Cymru (PBIC)

Health Professions Wales (HPW) - Proffesiynau Iechyd Cymru (PIC)

Healthcare Professions Wales (HPW) - Proffesiynau Gofal Iechyd Cymru (PGIC)

5. Appointment of Chair and Members

To appoint a Chair and "Shadow Board" to provide a strategic steer for the new Welsh body. The constitution of this arrangement should reflect the new multi-professional body.

6. Appointment of Chief Executive

That a Chief Executive is appointed as soon as possible.

7. Funding

That appropriate funding and resources is made available to the new Welsh body so that the functions can be effectively undertaken.

8. Transfer of WNB staff/assets

That the WNB staff are transferred to the new Welsh body so that existing expertise is retained.

Change Management Group Wales have been advised that the National Assembly for Wales are able to allocate these functions to the new Welsh body.

APPENDIX 1

RECOMMENDATION ONE

FUNCTIONS OF THE NEW WELSH BODY AGREED BY HEALTH AND SOCIAL SERVICES COMMITTEE AT JUNE 2000 AND SUPPORTED BY CHANGE MANAGEMENT GROUP WALES

CMG(W) supports the functions agreed by the Health and Social Services Committee at June 2000 which relate to existing WNB activities for nurses, midwives and health visitors and recommends that where appropriate, they are extended to cover Allied Health Professions and Clinical (Healthcare) Scientists.

Continuation of existing WNB activities:

· Quality Assurance/Regulation of Pre Registration and recordable qualifications

To approve, monitor and evaluate Welsh education providers and courses leading to registration/recording with the Nursing and Midwifery Council.

This will be undertaken through a Service Level Agreement with the Nursing and Midwifery Council.

If appropriate, this could be extended to cover the Health Professions Council.

· Quality Assurance/Regulation of non recordable Post Registration courses

Set standards, approve, monitor and evaluate education providers and courses leading to non-recordable

courses in Wales.

To liaise with providers of non-nursing courses to encourage them to offer wider development opportunities for the health professions

- **Study Centre accreditation**

To provide an accreditation service for the approval of Study Centres by quality assuring healthcare organisations in Wales to become Accredited Centres for Learning and provide them with a 'Quality Kitemark'.

- **Student Training Index**

To track students entering training in Wales (pre and post registration) and provide a gateway to the NMC Professional Register.

If appropriate, extend this service to cover Allied Health Professions and Clinical Scientists and the Health Professions Council Professional Register when developed.

- **Careers Information Service for Nursing, Midwifery and Health Visiting (Public and Professions)**

To provide careers information to schools, students, adult job seekers, NHS employees in relation to nursing, midwifery and health visiting in Wales.

Extend this service to cover Allied Health Professions and Clinical Scientists.

- **Funding Initial and Continuing Education of Teachers (Nursing, Midwifery and Health Visiting)**

To provide financial assistance for practitioners to undertake initial teacher preparation and provide a range of Continuing Professional Development Opportunities so as to strengthen the teaching and learning infrastructure both clinical and theoretical.

Extend this service to cover Allied Health Professions and Clinical Scientists.

New Activities – complementary to current WNB activities

- **Accreditation of clinical learning environments**

- **Advice on work based learning/assessment of competence**

- **Assist clinical governance agenda to reduce poor performance**

To accredit clinical learning environments in health service organisations in Wales so as to support the identification, development, enhancement and resourcing of learning opportunities for health professionals, in order to underpin the quality and delivery of a first class service for patients.

- **Accredit individual practitioners**

To offer an accreditation service for health service personnel in Wales, so as to identify and promote benchmark models of best practice for evolving models of service delivery and staff development.

- **Careers information service for other Welsh NHS professions**

To provide a central point of service for careers information in relation to NHS Wales in support of the NAFW Recruitment and Retention Initiative including health related training courses in Wales and the UK and job opportunities with NHS employers.

New activities – significant new work

- **Regulation of Healthcare Support Workers**

- **Healthcare Support worker education**

In partnership with other organisations, agree standards, monitor and evaluate the preparation, supervision and education of Welsh healthcare support workers.

Create a database/register for healthcare support workers in Wales (this includes all support staff working to the health professions for whom there is currently no mandatory qualification that they must possess).

- **Nursing Academy for Wales**

The primary goals of the Academy would be:

- to promote uni and inter professional scholarship;
- to facilitate and promote research to underpin policy development and evidence-based practice;
- to act as a forum to identify and disseminate best practice within and across professions;
- to be a vehicle for identifying innovations in professional practice;
- to act as a platform to discuss and promote quality and standards in professional education;

This recommendation is linked to the policy objective in the current National Assembly Strategy for Nursing, Midwifery and Health Visiting. This provision may be reviewed subsequently, to recognise the broadened constituency of the new body.

RECOMMENDATION TWO

THE CREATION OF A MULTI-PROFESSIONAL BODY IN WALES

In September/October 2001 a Consultation and Communications sub-group of CMG(W) was established to consult and communicate with a wide range of stakeholders across Wales on the constitution and functions for this new body. This sub-group included Assembly Officials, WNB Officers and Welsh Members of both the Shadow Nursing and Midwifery Council (NMC) and Health Professions Council (HPC).

The outcome of this consultation process which included three seminars held across Wales, evidenced a large degree of support for a multi-professional body to be established from the 1st April 2002 to cover nurses, midwives, health visitors, allied health professions and clinical scientists and whose membership could be widened at a later date to include other professions/disciplines.

CONSTITUENCY OF THE NEW WELSH BODY FROM 1ST APRIL 2002

- | | |
|---|--|
| A | Professions represented by the All-Wales Committee for Health Professions: |
| | <ul style="list-style-type: none"> a) Speech and Language Therapy b) Dietetics c) Occupational Therapy d) Physiotherapy e) Podiatry/Chiropody f) Art Therapies eg, Dance, Drama, Art |
| B | Nurses, Midwives and Health Visitors |
| C | Professions represented by the Welsh Scientific Advisory Committee: |
| | <ul style="list-style-type: none"> a) Clinical Scientists eg, Biochemists b) Medical Laboratory Scientific Officers (MLSO's) c) Medical Physicists d) Medical Physics Technicians (Medical Technical Officers: MTO's) e) Radiographers f) Physiological Measurement Technicians eg, E.C.G. Technicians g) Clinical Scientists - Audiological Scientists |

D Other Health Professional Groups;

As part of its deliberations CMG (W) also recommended that other disciplines, to reflect the full membership of the Health Professions Council, should also be represented in the constituency of the new Welsh body. These other professions/disciplines are listed below;

- a. Orthoptists
- b. Paramedics
- c. Prosthetist and Orthotists

APPENDIX 3

RECOMMENDATION THREE

ADDITIONAL FUNCTIONS ADDED POST JUNE 2000 AND SUPPORTED BY CHANGE MANAGEMENT GROUP WALES

• Student Awards Unit

This Unit was established in May 1999 to administer the NHS (Wales) Bursary Scheme. The Welsh Assembly Government Scheme provides student support for individuals undertaking NHS funded courses in Wales. Such courses include Nursing, Midwifery, Allied Health Professions and Professions Complementary to Dentistry. From September 2002 Welsh domiciled Medical and Dental students will be included in the Scheme.

The National Assembly for Wales' Student Awards Unit is currently based at the WNB.

• Agent for UK Regulators

To act as an agent to interpret for Wales, UK regulations and standards for health professions in Wales and to influence and provide feedback to UK bodies in the formulation of policy, regulations and standards to ensure that Welsh health needs are fully represented and fed into UK policy design.

• Health Authority Function - Local Supervising Authority role (LSA function) for Supervision of Midwives for Wales

This function is currently provided by the Welsh Health Authorities who are to be abolished from April 2003. Supervisors of Midwives have advised the preference for the LSA function to be co-ordinated on an all Wales basis to capitalise on an all Wales approach and not devolved down to Local Health Groups.

• National Training Organisation (NTO function)

To liaise with Healthwork UK and the other UK departments with regard to maintaining a UK wide perspective in the development of a coherent approach to education and training within the healthcare sector workforce in Wales.

To represent and work with employers and other relevant bodies, in conjunction with Healthwork UK, to support the implementation of lifelong learning in the healthcare sector.

• Health initiatives - Consultant Posts for Nurses, Midwives, Health Visitors and Allied Health Professions

To ensure the selection of the above Consultant posts in Wales meet the criteria and standards set and agreed by the National Assembly for Wales. This will include the scrutiny of bids/applications from health service providers, working with others to monitor and evaluate Consultant roles and the provision of ongoing support for the successful candidates so that the benefits of this initiative are maximised.

• Clinical Leadership

To support the development of professional staff at senior and middle manager level and clinicians, in delivering the health leadership function across NHS Wales, by working with other organisations to develop leadership education and training.