



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd
Addysgu Powys
Powys Teaching
Health Board

Cyflwynwyd yr ymateb i ymgynghoriad y [Pwyllgor Iechyd a Gofal Cymdeithasol](#) ar [Ddeddf Lefelau Staff Nyrsio \(Cymru\) 2016: craffu ar ôl deddfu.](#)

This response was submitted to the [Health and Social Care Committee](#) consultation on the [Nurse Staffing Levels \(Wales\) Act 2016: post-legislative scrutiny.](#)

NS03: Ymateb gan: | Response from:

Bwrdd Iechyd Addysgu Powys/ Powys Teaching Health Board

1. The operation and effectiveness of the Act to date, including its impact on patient outcomes, impact on nurse recruitment and retention, and barriers to compliance with the legislation.

Within Powys Teaching Health Board (PTHB) we have used the act to inform how we have undertaken nurse staffing reviews within the Health Board. The act therefore has been a positive driver in this regard and the triangulation methodology has supported the way in which we review nurse staffing ensuring that a holistic assessment is undertaken.

However, as a Health Board that only has 25a wards we have had to adapt the methodology to best support us in assessing that nurses have sufficient time to care for patients sensitively. This indicator presents a challenge in how we measure this. For example, one of our quality indicators to measure if patients are receiving sensitive care is our concerns and complaints alongside compliments and feedback. We have used these indicators when undertaking our nurse staffing reviews. This is an example of how we have attempted to measure and assess our compliance with the act in the absence of clarity related to 25a wards. Our experience is that this has been a barrier to complying with the legislation.

As a Health Board, we have no evidence to suggest that the act has had either a positive or negative impact on nurse recruitment or retention.

2. Further actions needed to ensure a sustainable supply of nursing staff to meet patient needs and the requirements of the legislation going forward.

The work Health Education and Improvement Wales (HEIW) are undertaking in the strategic nursing workforce plan is a significant action required to ensure a sustainable supply of nursing staff. In addition to this, PTHB has been building our workforce planning skills and capabilities within the organisation to support the production of local strategic workforce plans.

Understanding the supply and demand for the next five years may require influencing the traditional route to nursing. Alongside the pre-registration student numbers, there needs to be a greater focus on “grow your own” to increase the number of nursing students and graduates, particularly for a rural Health Board which doesn’t have a university within its footprint.

There is a requirement to look at multiple ways of supplying nurses and make the pre-registration nursing course financially attractive to both school leavers and mature students. PTHB has undertaken in-depth 10-year nursing workforce projection modelling to inform the intelligence held for future workforce supply, shape, and sustainability.

The HEIW nursing retention guide and the self-assessment tool will provide us as a Health Board to support staff to deliver high-quality care whilst enhancing job satisfaction. From a PTHB perspective – any All-Wales principles must be flexible to meet local needs.

There is a requirement to consider new service models that may be very different from traditional models of care; and how these models would be staffed by both the multi-disciplinary team as well as a registered nursing and an unregistered nursing workforce. New models of care must ensure that the principles of the nurse staffing act support and understand the interaction of the role of the nursing profession in a multi-professional Team Around the Patient model.

It is necessary to consider the recently published Professional Framework for Enhanced, Advanced, and Consultant Clinical Practice in Wales. There is a requirement to focus on how we support nurses to operate in a highly autonomous way whilst recognising that professionals now work across previous professional boundaries to provide safe, accessible, and high-quality care for patients.

3. Progress in developing the evidence base to extend the Act to further settings.

Presently there is insufficient evidence to extend the act to further settings. However, if this was to progress in the future there needs to be investment and commitment to using a standardised tool that will not burden frontline staff.

4. The extent to which the Act is ‘future-proof’ and will contribute to ensuring that NHS Wales has the future workforce it needs to deliver effective, patient-centred care that meets the needs of all population groups.

To ensure the Act is future-proof there must be consideration of the changing environment of care. As new and evolving models and pathways of care requiring different ways of working across health are emerging it is crucial to understand the interaction between the NSL(W)A and the role of the nurse in a multi-professional Team Around the Patient model. There needs to be a clear position statement that articulates the role of the registered nurse and associated nursing support staff (Assistant Practitioner/HCSW) within the context of a multi-professional team working. Acknowledging there is a balance between patients

receiving safe effective timely care that enables good patient outcomes and experience which can and should be provided through a multi-professional team, whilst maintaining and developing the professional role of the nurse, to ensure the role of the nurse is not compromised and devalued.