

Cross Party Group on Nursing
Minutes of meeting 4 March 2014

Present

Assembly Members

Rebecca Evans (Chair)	Welsh Labour
Jeff Cuthbert	Welsh Labour
Kirsty Williams	Welsh Liberal Democrats
Aled Roberts	Welsh Liberal Democrats
Elin Jones	Plaid Cymru

Nurse Directors / Others

Helen Whyley	Welsh Government Nursing Officer on behalf of the Minister
Rhiannon Beaumont-Wood	Director of Nursing, Public Health Wales
Ruth Walker	Executive Director of Nursing, Cardiff & Vale
Lynda Williams	Director of Nursing, Cwm Taf
Denise Llewellyn	Director of Nursing, Aneurin Bevan

Speakers

Neil Evans	Emergency Department Nurse, ABMU
Kelly Downes	Patient Safety Improvement Manager

Board Members

Gaynor Jones	Chair
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RCN Wales Staff

Tina Donnelly	Director
Peter Meredith-Smith	Associate Director (Employment Relations)
Lynne Hughes	Policy and Public Affairs Adviser
John Hoddinott	Policy and Public Affairs Assistant

Apologies

Assembly Members

Bethan Jenkins	Plaid Cymru
Gwenda Thomas	Welsh Labour
David Melding	Welsh Conservatives
Simon Thomas	Plaid Cymru
Lindsay Whittle	Plaid Cymru
Edwina Hart	Welsh Labour
Gwenda Thomas	Welsh Labour
David Melding	Welsh Conservatives
Lynne Neagle	Welsh Labour
Huw Lewis	Welsh Labour
Carwyn Jones	Welsh Labour
Jocelyn Davies	Plaid Cymru
Vaughan Gething	Welsh Labour
Carl Sargeant	Welsh Labour
Angela Burns	Welsh Conservatives
Darren Millar	Welsh Conservatives
David Rees	Welsh Labour

Nurse Directors / Others

Caroline Oakley	Director of Nursing, Hywel Dda
Carol Shillabeer	Director of Nursing, Powys
Jean White	Chief Nursing Officer, Welsh Government
Sue Morgan	Executive Director of Nursing, Velindre NHS Trust
Nicola Ryley	Assistant Director of Nursing, Aneurin Bevan
Angela Hopkins	Director of Nursing, Betsi Cadwaladr

1. Rebecca Evans AM welcomed everyone to the meeting
2. Workforce Planning in the NHS

Peter Meredith Smith introduced the session (slides attached)

Neil Evans, Emergency Department Staff Nurse and Kelly Downes, Patient Safety Manager discussed the pressures that nurses face on the frontline.

Key points discussed in the open forum:

- Recognition that nurses are working incredibly hard but find it difficult to give the best care possible; high levels of patients coming through the door with more complex needs than ever.
- Does the Welsh NHS have sufficient number of nurses with the right mix of skills as well as sufficient number of nurses?
- Nurses find it difficult to access Continuous Professional Development Opportunities (especially in Wales – see RCN Employment Survey results).
- Feedback regarding LHBs - staff that are off sick, suspended or student nurses are included in LHBs official figures of 'working' nurses.
- We need to look at acuity and dependency of patients on the ward/ department rather than just the number of nurses. The minimum number must not become the standard number. Nurse leaders need to be able to exercise their professional judgement and ask for more staff if needed. Sisters / Charge nurses need the ability to run their wards.
- Use of bank and agency staff; while temporary staff may address short term staffing difficulties, it was recognised that there are significant

disadvantages to long term reliance on agency and temporary staff, including higher costs, and an unfamiliarity with the ward environment, its patients and permanent staff.

- The cost to individual nurses from pressured workloads is important; we are currently allowing our nurses burn out.