



Llywodraeth Cymru  
Welsh Government

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# Nurse Staffing – Approach in Wales

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# Health services in Wales

- Health matters devolved to Welsh Government since 1999 and is able to make its own laws in this area
- Welsh Government is the headquarters of the national health service in Wales; sets standards and monitors performance of health services
- All public services coordinated to meet requirements in Well-being of Future Generations Act 2016
- Health services being designed using four prudent healthcare principles

# Prudent Healthcare Principles

## The 4 principles of prudent healthcare

Public and professionals  
are **EQUAL PARTNERS**  
through **CO-PRODUCTION**



**CARE FOR** those with  
the greatest health need  
**FIRST**



Do only **WHAT IS NEEDED**



and do **NO HARM**

Reduce  
**INAPPROPRIATE  
VARIATION**



through **EVIDENCE-BASED**  
approaches

For further information visit [www.prudenthealthcare.org.uk](http://www.prudenthealthcare.org.uk)



# Why is nurse staffing my priority?

- Failures in care point to nurse staffing as key - for example: Francis Report 2013
- Growing body of evidence linking nurse staffing levels, skill-mix & education to patient outcome
- World wide shortage of nurses and other health workers, compounded by health worker migration
- Population need changing – Wales has an aged society, with specific poor health related to lifestyle and socio-economic factors – public expectations growing – more integration of services around person's needs
- Increasing complexity in care – need for specialist and advanced practice nurses growing
- Realising desire to move care closer to home – primary care plan and primary care workforce investment

# Nurse Staffing Levels (Wales) Act 2016

- Overarching duty to have sufficient nurses to care sensitively for patients in all National Health Services provided or commissioned services (came in to force April 2017).
- Duty to use the triangulated method to calculate the nurse staffing level, and to take reasonable steps to maintain it. Initially in adult acute medical and surgical wards (comes in to force April 2018).
- Statutory guidance on the prescribed triangulated method will be published autumn 2017.
- Duty to inform patients of the level and to report on the impact of non compliance with the level. First report to National Assembly for Wales 2021



Triangulated methodology described in the Act



# Extension of the Act

- 2016-2021 Programme for Welsh Government - Commitment to extend Nurse Staffing Levels (Wales) Act – predicated on having evidence-based workforce tools and an agreed implementation plan.
- Extension will be in one or more of the areas where workforce tools and approaches are being developed:
  - Paediatric in-patient areas
  - Health Visiting
  - Mental health in-patient areas
  - Community district nurse led teams
  - Nursing care in care homes.
- Evaluation of impact of the Act is planned



# National Work

National work programme led by Exec Nurse Director and supported by Public Health Wales 1000 Lives

See website:

<http://www.1000livesplus.wales.nhs.uk/nurse-staffing/>

# District Nursing Work - Progress

- Conducted a literature review on existing workload and workforce tools.
- Conducted a series of quality audits to quantify the quality of district nursing teams, considering: patient satisfaction, patient outcomes, standards compliance through a records audit, staffing survey and team management survey
- Exploring the use of a tool to measure the complexity of the caseload within District Nursing
- Developed District Nursing Staffing Principles as an interim measure based on best evidence currently available - be published beginning October

# Other activities

- Increased numbers of nurses being educated (all honours degree level) – annual increases in numbers for last 3 years = 45% increase
- Advanced practice and non medical prescribing courses funded increasing
- Retention strategies to hold on to staff – includes ‘retire and return’ and flexible working options
- Recruitment 2017 – **This is Wales: Train Work Live** nurse campaign



**This is Wales.**

Train. Work. Live.

#TrainWorkLive TrainWorkLive.wales