

Appendix A	Annual Presentation of Nurse Staffing Levels to the Board													
Health Board	Cwm Taf Morgannwg UHB (CTMUHB)													
Date of annual presentation of Nurse Staffing Levels to Board	24 <sup>th</sup> November 2022													
Period covered	1 <sup>st</sup> October 2021 to 30 <sup>th</sup> September 2022.													
<p><b>Number and identity of section 25B wards during the reporting period.</b></p> <ul style="list-style-type: none"> <li>• <b>Adult acute <u>medical</u> inpatient wards</b></li> <li>• <b>Adult acute <u>surgical</u> inpatient wards</b></li> <li>• <b>Paediatric inpatient wards</b></li> </ul>	<p>Appendix B of this report lists the nurse staffing levels for all wards that have been included under Section 25B of the Nursing Staffing Level (Wales) 2016 Act (hereafter referred to in this document as the 2016 Act), during the period 1<sup>st</sup> October 2021 to 30<sup>th</sup> September 2022.</p> <p>As the Health Board continues to adjust to resetting after Covid-19, work has been undertaken to ensure wards are realigned and patient care is delivered as needed. Medical wards have now reset, whereas surgical wards are working through their recovery programme and resetting services accordingly.</p> <p>The table below identifies the number of wards that are included under Section 25B of the 2016 Act during the time period above.</p> <table border="1" data-bbox="546 842 1930 1066"> <thead> <tr> <th data-bbox="546 842 1473 922"></th> <th data-bbox="1473 842 1684 922">Oct 2021</th> <th data-bbox="1684 842 1930 922">Sept 2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="546 922 1473 970">Number of Acute Medical inpatient Wards</td> <td data-bbox="1473 922 1684 970">18</td> <td data-bbox="1684 922 1930 970">16</td> </tr> <tr> <td data-bbox="546 970 1473 1018">Number of Acute Surgical inpatient Wards</td> <td data-bbox="1473 970 1684 1018">16</td> <td data-bbox="1684 970 1930 1018">17</td> </tr> <tr> <td data-bbox="546 1018 1473 1066">Number of Paediatric inpatient wards</td> <td data-bbox="1473 1018 1684 1066">3</td> <td data-bbox="1684 1018 1930 1066">3</td> </tr> </tbody> </table> <p>To note during this reporting period, 12 wards have either moved, been repurposed or reset back to their original purpose to ensure provision of care is provided to all patients following the Covid-19</p> <p><b>Wards that have been added to S25B following Covid-19 recovery.</b></p> <p>Within CTMUHB the following areas have been repurposed from high care (non-invasive ventilation (NIV) wards, which were excluded from S25B as discussed by CNO letter in October 2020 and reinstated to Section 25B during this reporting period:</p> <ul style="list-style-type: none"> <li>• Ward 7 (formally 3), Prince Charles Hospital</li> </ul>			Oct 2021	Sept 2022	Number of Acute Medical inpatient Wards	18	16	Number of Acute Surgical inpatient Wards	16	17	Number of Paediatric inpatient wards	3	3
	Oct 2021	Sept 2022												
Number of Acute Medical inpatient Wards	18	16												
Number of Acute Surgical inpatient Wards	16	17												
Number of Paediatric inpatient wards	3	3												

- Ward 9, Princess of Wales Hospital
- Ward 3, Royal Glamorgan Hospital

**Nursing establishments for Section 25B wards. (Reporting period October 2021 – September 2022).**

The tables below provide a summary of the ward establishments for each 25B ward by each Integrated Locality Group (ILG). A more detailed overview is provided in Appendix B. Please note that the wards have been tracked by their last ward location in Sept 2022 and have then been tracked backwards across the reporting period (i.e. PCH ward 3 was on ward 7).

**Merthyr and Cynon Integrated Locality Group**

Prince Charles Hospital has 11 wards (previously 9) that are included within Section 25B the 2016 Act

Section 25B inpatient Acute Medical wards

Medical Wards at Prince Charles Hospital						
Ward	Oct-21		Apr-22		Sep-22	
	RN	HCSW	RN	HCSW	RN	HCSW
2	20.9	14.21	20.9	14.21	20.9	14.21
3 (F7)	20.9	14.21	20.9	14.21	20.9	14.21
9	20.9	19.90	20.9	19.90	20.9	19.90
10	20.9	17.06	20.9	17.06	20.9	17.06
11	20.9	14.21	20.9	14.21	20.9	14.21
12	23.74	17.06	23.74	17.06	23.74	17.06

- In May 2021, using the triangulated methodology prescribed within the 2016 Act, ward 9 increased the HCSW establishment by 5.69wte, this continues on a temporary funded basis.

## Section 25B inpatient Acute Surgical Wards

Surgical Wards at Prince Charles Hospital						
Ward	Oct-21		Apr-22		Sep-22	
	RN	HCSW	RN	HCSW	RN	HCSW
5	20.9	14.21	20.9	14.21	20.9	14.21
6	20.9	14.21	20.9	14.21	20.9	14.21
7					20.9	14.21
8	20.9	19.9	20.9	19.9	20.9	19.9
PESU	12.37	8.53	12.37	8.53	11.37	8.53

- Using the same triangulated approach, ward 8 increased its HCSW establishment by 5.69wte, this continues on a temporary funded basis.
- PESU Band 7 shared with Day surgery, therefore there is a decrease in the RN wte.
- Ward 7 has been repurposed back to a surgical trauma & orthopaedic ward in May 2022 and moved to its current location in July 2022.

## Rhondda and Taf Ely Integrated Locality Group

The Royal Glamorgan Hospital has 11 wards (Previously 11) that are included within Section 25B of the 2016 Act.

## Section 25B inpatient Acute Medical Wards

Medical Wards at Royal Glamorgan Hospital						
Ward	Oct-21		Apr-22		Sep-22	
	RN	HCSW	RN	HCSW	RN	HCSW
5	20.9	19.9	20.9	19.9	20.9	19.9
12	20.9	19.9	20.9	19.9	20.9	19.9
14	20.9	19.9	20.9	19.9	20.9	19.9
19	26.58	19.9	26.58	19.90	26.58	19.9
20	20.9	19.9	20.9	19.9	20.9	19.9

## Section 25B inpatient Acute Surgical Wards

Surgical Wards at Royal Glamorgan Hospital						
Ward	Oct-21		Apr-22		Sep-22	
	RN	HCSW	RN	HCSW	RN	HCSW
2	18.08	17.08	17.08	14.21	17.08	14.21
3	20.9	17.06	20.9	17.06	20.9	17.06
8	20.9	19.09	20.9	19.9	20.9	19.09
9	20.9	14.21	18.06	14.21	18.06	14.21
10 & 11	21.12	16.24	16.43	12.59	16.43	12.59
15	14.21	10.56	12.37	8.53	14.21	10.56

- Ward 2 has reduced its HCSW requirement at night by 2.87wte in January 2022 following the bi-annual acuity audit.
- Wards 10 & 11 are a surgical elective 'Green wards' that have a combined staffing level for both areas. Ward 10 is a S25B ward whilst Ward 11 is predominately a day case surgical area. Their staffing levels are combined and flexed accordingly. This has been reflected in the workforce requirements agreed, funded establishments.
- Ward 15 was established as an elective orthopaedic ward in January 2022, this ward currently consists of 15 beds, however there are proposed plans to increase bed numbers and staffing accordingly as part of the CTM surgical recovery programme.

## Bridgend Integrated Locality Group

The Princess of Wales Hospital has 11 wards (Previously 11) that are included within the Section of the 2016 Act.

### Section 25B inpatient Acute Medical Wards

Medical wards at Princess of Wales Hospital						
Ward	Oct-21		Apr-22		Sep-22	
	RN	HCSW	RN	HCSW	RN	HCSW
4	28.24	13.62	28.24	16.34	28.24	16.34
5	20.07	13.62	20.07	13.62	20.07	13.62
6	20.07	13.62	20.07	13.62	20.07	13.62
10	24.06	13.62	23.79	13.62	23.79	13.62
18	11.90	10.90	11.90	10.90	20.07	13.62
20	20.07	13.62	20.07	13.62	20.07	13.62

- Ward 18 remains within the Act but changed its speciality from surgery to acute medicine in July 2022. The ward also increased its bed capacity in May 2022 and staffing levels were changed to reflect this increase.

### Section 25B inpatient Acute Surgical Wards

Surgical wards at Princess of Wales Hospital						
Ward	Oct-21		Apr-22		Sep-22	
	RN	HCSW	RN	HCSW	RN	HCSW
7	20.07	13.62	20.07	13.62	20.07	13.62
8	20.07	13.62	20.07	13.62		
9	20.07	13.62	20.07	13.62	20.07	13.62

11	20.07	13.62	20.07	13.62	14.62	13.62
Ward 21	11.9	10.9				
Bridgend Clinic	11.89	10.89	11.89	10.89	11.89	10.89

- Ward 8 has been repurposed to a medical rehabilitation ward, therefore now sits outside of S25B.
- Ward 11 was previously located on ward 19. There has been a reduction in staffing due to reduction in bed numbers.
- Ward 21 moved to ward 18 in May 22 to accommodate a community rehabilitation ward therefore now sits outside of S25B.

With many of the wards recovering and resetting after the Covid-19 pandemic and following the June 2022 bi-annual acuity audit, the Head of Nursing for the Princess of Wales Hospital has proposed changes in the HCSW workforce for 8 of the 11 wards under S25B of the Act.

The acuity data suggests that there is a slight increase in patients scoring level 4/5 (WLoC) on these wards. Additional HCSW have been utilised to provide care which the Head of Nursing has contributed to a significant number of patients awaiting onward care, which is increasing the demand for enhanced supervision on many of the section 25B wards. Whilst professional judgement is recommending the uplift, the triangulated methodology needs to be explored further, and as such the Deputy Director of Nursing will undertake a more detailed strategic nurse staffing review which will include updating enhanced supervision policies and guidance.

### Paediatric inpatient wards

The extension of the 2<sup>nd</sup> duty of the 2016 Act came into force on 1<sup>st</sup> October 2021. There are 3 Paediatric inpatient wards included within Section 25B of the 2016 Act

Ward	Oct-21		Apr-22		Sep-22	
	RN	HCSW	RN	HCSW	RN	HCSW
RGH Ward 17	29.43	5.69	29.43	5.69	29.43	5.69
PCH Ward 31	35.11	7.72	35.11	7.72	35.11	7.72
PoWH – Children ward	29.43	5.59	29.43	5.59	29.43	5.59

	<p>As operational pressures are yet to return to the pre pandemic levels, the review of the paediatric inpatient activity includes the 2019/20 period. There have been ongoing challenges in relation to filling registered nurse vacancies following the previous calculation which has resulted in many posts identified are yet to be filled meaning that the validity of the calculation remains untested due to the exceptional circumstances created during the pandemic.</p> <p>All three inpatient wards within Health Board have experienced an increase in Children and Adolescent Mental Health Service (CAMHS) admissions that will require addressing as part of Health Boards recruitment strategy and service alignment.</p> <p>Due to preventative measures taken during Covid-19 pandemic which resulted in almost complete elimination of common respiratory virus in children, there remains a potential in the surge of Respiratory Syncytial Virus (RSV) this year. The Health Board has developed contingency plans for the potential surge in the number of children contracting RSV requiring admission to hospital.</p> <p>In preparation, surge capacity plans have been discussed, calculated (25% and 50% additional capacity) and agreed by the Children and Young Peoples Care Group. Longer term, due to the South Wales plan no longer progressing there is a need to review current in-patient models and bed plans within CTMUHB.</p>
<p><b>Using the triangulated approach to calculate the nurse staffing level on section 25B wards</b></p>	<p>The triangulated methodology prescribed in the section 25C of the 2016 Act sets out the principles to calculating the nurse staffing levels. There is also a requirement to undertake at least 6-monthly calculations for each ward within Section 25B of the Act.</p> <p>For each inpatient ward identified under Section 25B for the June 2022 bi-annual acuity audit, data capture from various systems was collated and analysed to assess compliance with the nurse staffing recommendations. The following areas were considered and explored with the Ward Sister, Senior Nurse and Lead Nurse responsible for the ward and the Heads of Nursing from the each acute hospital to aid the report.</p> <ul style="list-style-type: none"> <li>• Current nurse staff availability, including staff not included in the core roster such as supervisory ward manager and ward administrators (in PoW only).</li> <li>• Patient acuity data for the month of June 2022.</li> <li>• Care quality indicators data from the previous 12 months (falls, medication errors, pressure damage and serious incidents and concerns).</li> </ul>

	<ul style="list-style-type: none"> <li>• Workforce related metric data, mandatory training compliance, vacancy, recruitment and sickness.</li> <li>• Clinical dashboard via the Datix system are produced measuring care quality metrics as well as Power BI apps that provide access to patient acuity and flow are available to ward managers, Heads of Nursing and ILG Nurse Directors for review.</li> <li>• Assurance of compliance that all workforce models included in the Nurse Staffing Levels Act have an uplift of 26.9% and supernumerary Band 7 Ward Sister/Charge nurse calculated within the overall workforce plan for that ward.</li> <li>• The planning templates have been discussed and ratified by the Ward Sister/Charge Nurse, senior nurses, Heads of Nursing and by the ILG Directors of Nursing. The final templates are endorsed by the Executive Nurse Director.</li> </ul>
<b>Finance and workforce implications</b>	<p>There has been a number of changes to ward functions, nursing staffing Act status and ward capacity during the last year which has been outlined in Appendix B.</p> <p>Any changes to ward establishments that have financial implications are discussed and presented by the ILG Nurse Directors via their individual ILG Management Board meetings. Subsequently, the Executive Nurse Director, will then provide updates via Executive Senior Leadership Team meetings and reports to the Executive Board.</p>
<b>Conclusion &amp; Recommendations</b>	
	<p>The Nurse Staffing Level Wales (2016) Act bi-annual acuity audit conducted in June 2022 identified challenges as Section 25B wards continue to recover and reset following the Covid-19 pandemic. There continues to be ongoing temporary staffing uplifts within PCH and RGH until March 2023. Following the bi-annual audit in June 2022 any changes to nursing establishments have been implemented and authorised by the ILG Nurse Directors and by the Executive Nurse Director.</p> <p>The Board is asked to</p> <ul style="list-style-type: none"> <li>• Receive the report as assurance that the statutory requirements relating to Section 25B wards have been completed.</li> <li>• Approve and note the changes to the funded establishments to ensure the Health Board remains fully compliant with the Nurse Staffing Levels (Wales) Act.</li> <li>• Note the detailed strategic nurse staffing review being undertaken in PoW.</li> </ul>

The work programme for CTMUHB inpatient wards under section 25B of the 2016 Act for 2022/23 will be:

- To continue to roll out of the Safe Care Module across S25B wards in the Health board.