

Leading Nursing, Shaping Care.

Leading Nursing, Shaping Care sets out the areas of nursing and health and social care policy that the Royal College of Nursing Wales sees as a critical priority for the Welsh Government, the National Assembly for Wales and indeed for the Royal College itself. They are:

Implementing and Extending the Nurse Staffing Levels (Wales) Act 2016

The 2016 Act was a historic first for patient care in the UK. The evidence is clear that nursing numbers and skills have a significant impact on patient outcomes including mortality. The Act protects patient lives and safety. The Royal College of Nursing Wales will be closely engaged with

of this Act.

In addition a number of important suggestions have been made (including by the Health and Social Care Committee of the Fourth Assembly) about how this Act could be extended to safeguard patients in other areas including children, maternity and mental health inpatient care and care in the community. It is the view of the Royal College of Nursing that these potential areas should be seriously examined with a view to extending the Act

Nurse Leadership at Every Level

Nursing Leadership is a fundamental part of improving outcomes for people who receive care. Clinical Leadership empowers nurses to reflect on practice, improve care and adopt innovative approaches. Are there sufficient numbers of nurses with advanced and extended skills practicing in the community to provide the level of care required in Wales? What of specialist or consultant nursing numbers? As financial pressure increase on the NHS there is a pressure to stop appointing to these posts or reduce the number hours practitioners can work at this level. A national examination of the specialist and consultant nursing workforce in Wales is long overdue.

Interpersonal leadership should provide nurses with the ability to communicate with, trust and support each other. Organisational Leadership drives effective succession planning, the empowerment of the nursing workforce and the creation of a positive working environment. The lack of national succession planning for Nurse Director posts has left Wales vulnerable and reliant of recruitment from other UK nations.

Value Nursing

There are many ways to recognise and celebrate the value of nursing as a profession. Foremost amongst these of course is are Fair Pay and Protection of Terms & Conditions. In addition there is the important area of access to continuous professional development (CPD). The NHS and other employers very often does not grant nursing the same access to CPD as medical colleagues and both patient care and personal professional development suffer as a result.

The first area of concern the Royal College of Nursing will be highlighting the sharp and alarming

Primary Care

We would agree this is a priority area for consideration.

- access to primary care
- quality of primary care and performance management
- the primary care team and workforce issues.
- interaction with acute or secondary care and with care in the community

Efficiency within the NHS and modern management practices

This is certainly an important area to consider.

Neonatal services

We would agree this is a priority area for consideration. The Bliss report earlier this year highlighted significant concerns over the provision of neonatal care across Wales including nursing shortages and lack of investment in the future workforce.

In addition there is significant remodelling of services underway in each Health Board which would benefit from a national perspective.

Use of antipsychotic medication in care homes

Increasing participation in Sport is, of course, a significant part of increasing physical activity and thus public health. However physical activity