



VOTF
OS NYRSIO
2021 Because Nursing is



About this report

identified throughout this briefing.

The latest Welsh Government figures on nursing staff employed by the NHS were published annually and referred to data from 30 September of that year.

points raised in this briefing.





Wales needs more registered nurses to deliver care.

This requires an increase in student numbers and measures to address retention. Evidence for the nursing shortage can be seen in the NHS nursing vacancy rate, the increased rate of spend on agency nursing and the extreme shortage of registered nurses in the independent sector.

The Welsh Government and Social Care Wales should launch a national recruitment campaign for nurses in care homes.

The Welsh Government should commission an analysis of the need for nursing in this sector.

The Welsh Government should extend Section 25B of the Nurse Staffing Levels (Wales) Act 2016.

Section 25B of the Nurse should be extended to children and mental health inpatient wards and community nursing to protect patients.

Executive Summary & Recommendations

4

The Welsh Government should ensure annual published data on workforce vacancy rates in the NHS.

The nursing vacancy rate is a critical indicator of the pressure health boards, trusts

under. It is important that this information is published and in a user-friendly manner.

5

The Welsh Government should ensure that nursing students are supported to study and increase access to the nursing degree with a national apprenticeship scheme.

There should be a strategy behind the commissioning process which looks to the nursing needs of Wales in the future and the whole career span of a registered nurse rather than taking a short-term view of the annual number of nursing students.

6

The Welsh Government should increase the number of nurses with either the Specialised Practitioner Qualification (SPQ) in district nursing or the community nursing master's degree.

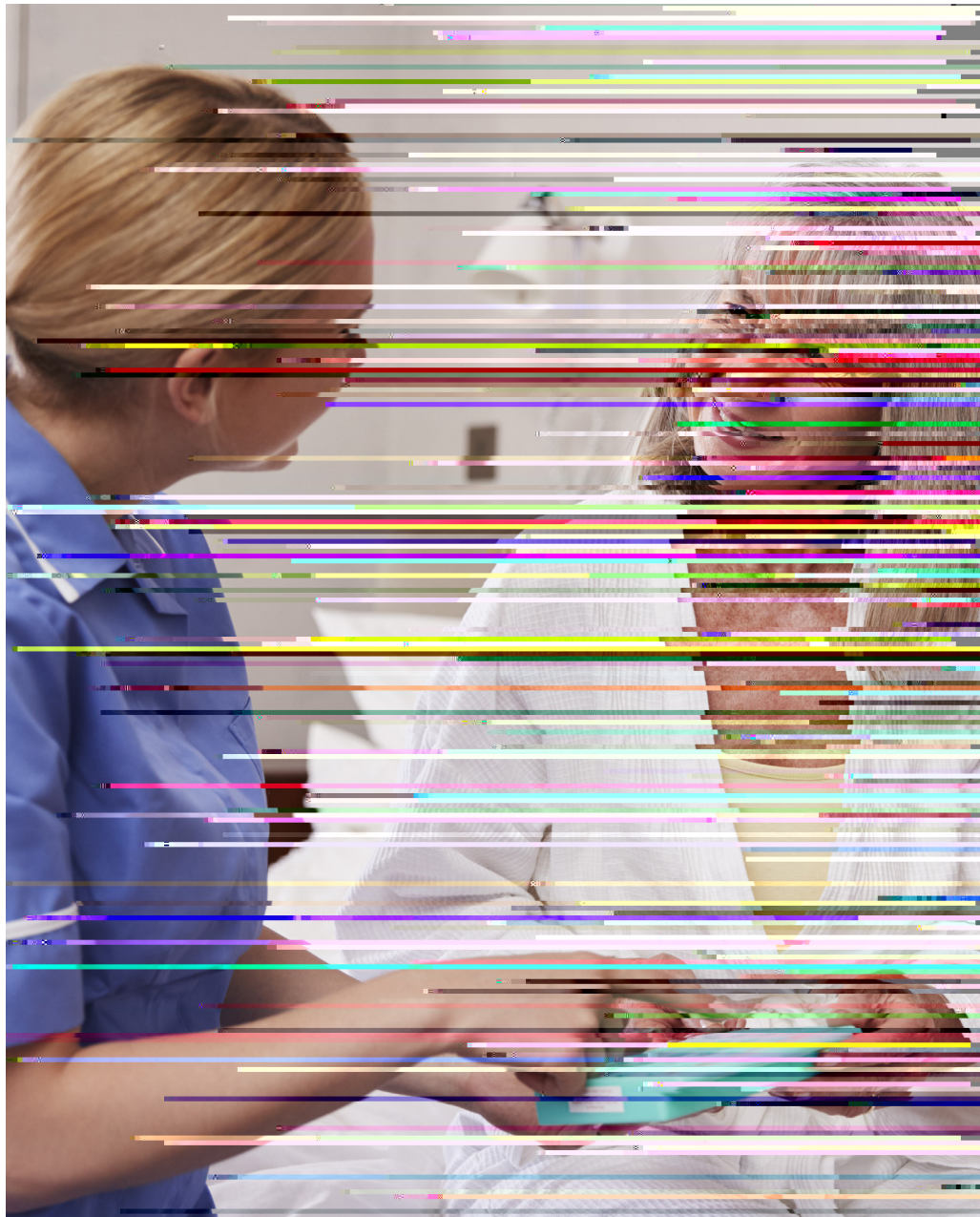
The Welsh Government needs to ensure activity and outcome information on NHS community nursing care is held nationally. Statistics Wales should publish the correct data relating to the number of district nurses who have the relevant degree



7

**The Welsh Government/
Health Education and
Improvement Wales
(HEIW) should plan to
expand specialist nurse
and consultant nurse roles
nationally.**

**The number of infection
prevention and control nurses
needs to increase.**



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This does not reflect patient need or service developments. There

by the Welsh Government or published in its final form. This



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“we are unable to provide robust comparisons with previous years[...]. As such the extent to which these differences represent real change is unknown”

International nursing and migration

‘low skilled’ by the UK Government it would be difficult for an

is £25,600. It is also expected that those coming to the UK will

sector in Wales was estimated to be £16,900

the shortage occupation list (SOL).



RECOMMENDATION

The Welsh Government and Social Care Wales should launch a national recruitment campaign for nurses in care homes.

The Welsh Government should commission an analysis of the need for nursing in this sector.

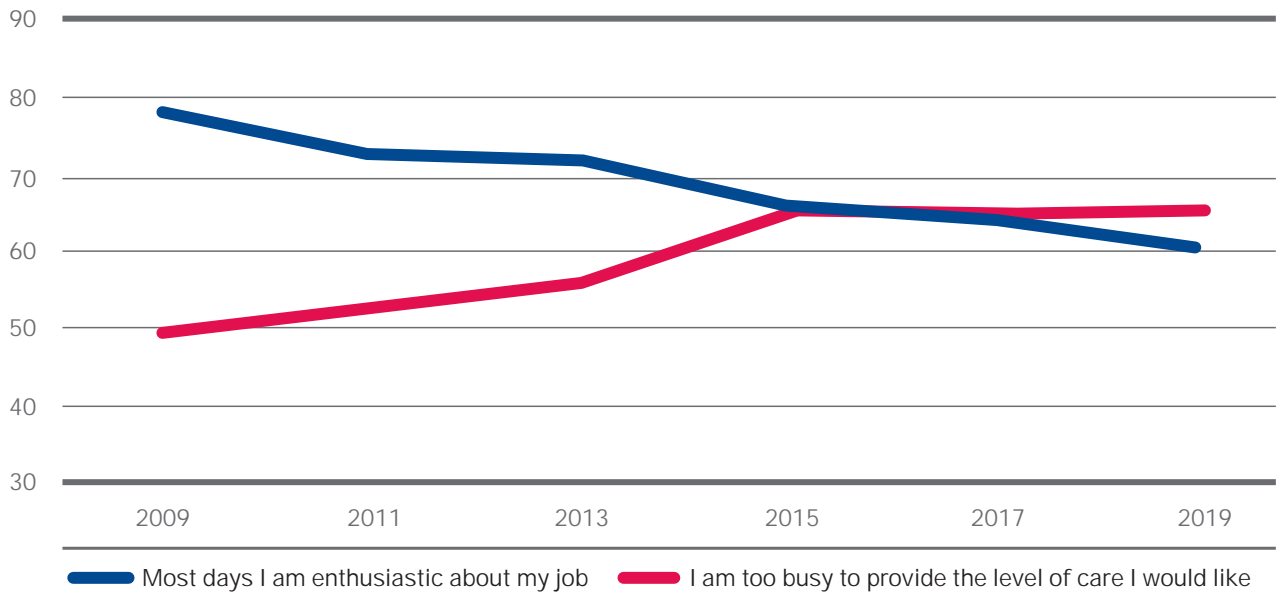
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Are there enough nurses and nursing staff to provide safe and effective patient care?

Working overtime

F2. Nursing Morale in Wales (2009-2019)





Furthermore, the 2020 survey revealed that 76.6% of members believed their stress level had worsened, and 87.7% of members felt

willingness to work overtime. In 2019, 76% of nurses work overtime

More recently, the 2020 survey noted that 30% of members felt

this figure (rather than the higher assignment count figure as an individual nurse could hold more than one post) 76% equates to 17,366 nurses.

If 17,366 nurses worked just two hours more in one week NHS

one week. The equivalent of 926 full-time nursing posts.

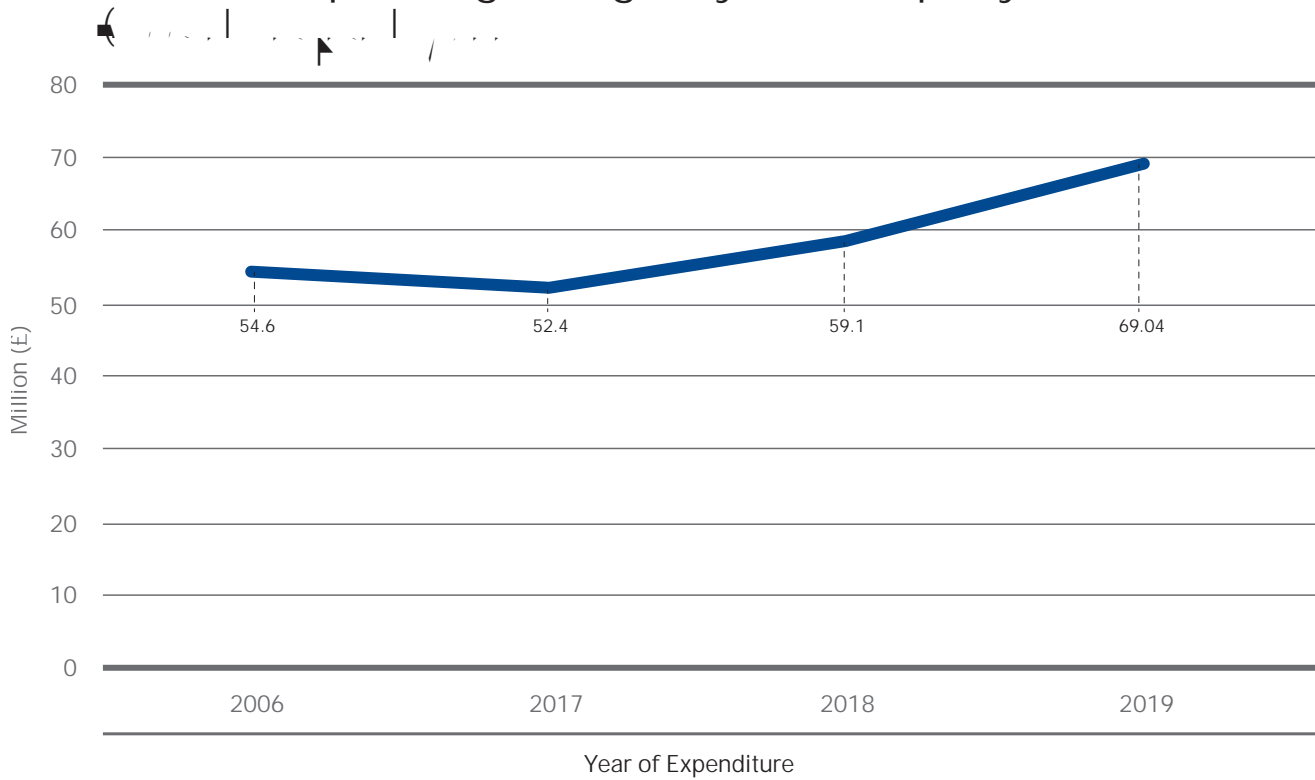
Spending on agency nursing

value of 926 full-time

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F3. Total Spending on Agency Nurses per year



Midwifery Council and essential for patient safety and clinical effectiveness. Yet, because of the difficulty of backfilling nurses on the team, some health boards have

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RECOMMENDATION

The Welsh Government should publish annual workforce vacancy rate in NHS Wales.

RECOMMENDATION

Wales needs more registered nurses to deliver care. This requires an increase in student numbers and measures to address retention. Evidence for the nursing shortage can be seen in the NHS nursing vacancy rate, the increased rate of spend on agency nursing and the extreme shortage of registered nurses in the independent sector.

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Number of Commissioned places





n Learning disability nurse student numbers need increasing to support children and

n Mental health student nurse places need increasing. Poor staffing levels and
provided if the qualified workforce is available to do so.

Given the nursing shortage it is extremely important that all fields of practice are

of the Nurse Staffing Levels (Wales) Act 2016 and ensure there is a workforce available

Supporting Nursing Students

responsibilities. An RCN survey found that 31% had dependent children, 10% were
single parents and 23% were caring for a sick, disabled or elderly relative

benefits. In contrast the UK Government abolished the student nurse bursary in
England and the number of applicants for nursing in England plummeted by 30%

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However, Wales is not reaping the full benefits of the decision to retain the bursary. Since 2016, the Welsh Government has confirmed this decision for a year or for



Nursing apprenticeships



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confident in speaking Welsh professionally and supporting colleagues to do so nursing in Welsh must be increased. This would increase professional fluency and confidence and benefit the workforce and the patient.

reflected in the education commissioning process. The goal should be to increase



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Community Nursing and the need for the district nurse

obtained additional qualifications to prescribe medications which ensure that older

For the last decade in Wales, health boards have been reconfiguring acute hospital



Given this positive news, why is the RCN concerned?

at a national level so it is difficult to judge the level of nursing needs required in the

A recent welcome development has been the publication by the Chief Nursing Officer of the "District Nurse Guiding Staffing Principles". These principles recommend that all

qualification recognises a level of knowledge and practice that is highly skilled in very specific knowledge of care. It is a specialism in general community nursing. These

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Figure five shows the sharp and rapid drop in the numbers of district nurses in Wales.

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district nursing course has remained static at 123 places since 2016 despite the

RECOMMENDATION

The Welsh Government needs to ensure activity and outcome information on NHS community nursing care is held nationally. Statistics Wales should publish the correct data relating to the number of district nurses who have the relevant degree.

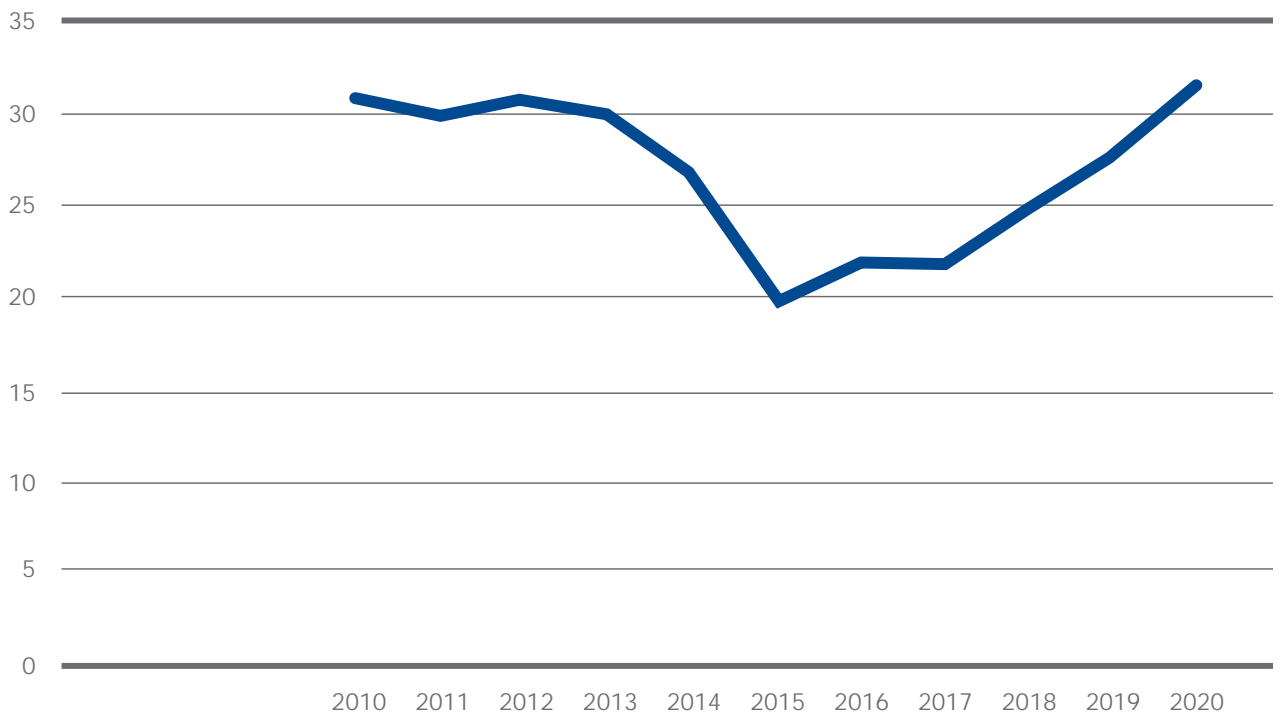
Specialist nurses and nurse consultants



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F6. Nurse consultants

(FTE)



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
FTE Nurse Consultants	31	30	31	30	27	20	22	22	25	28	32

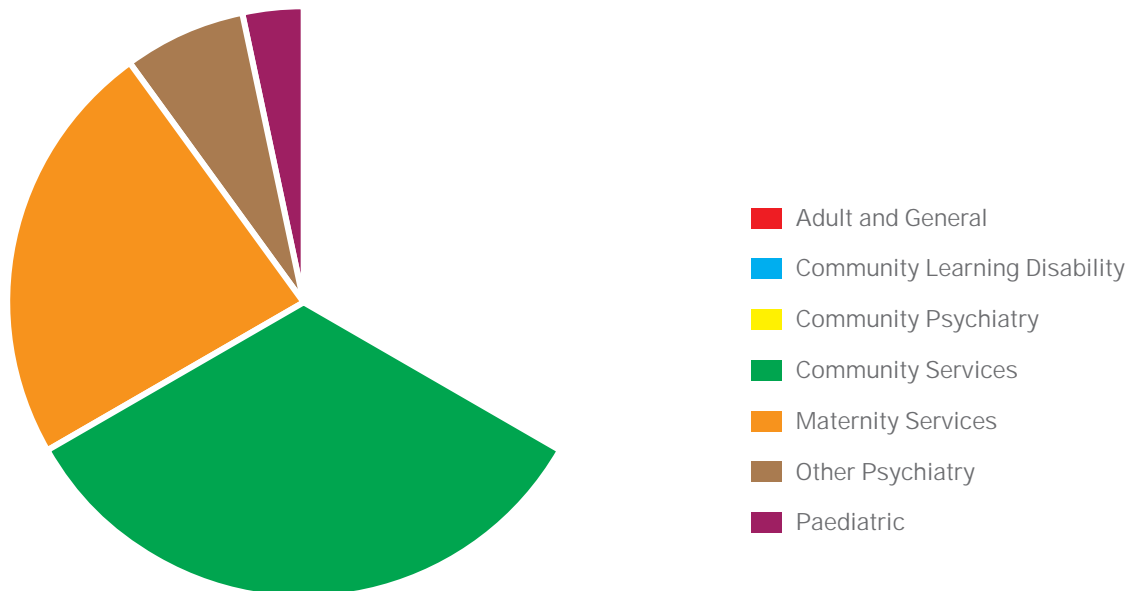


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F8. Nurse consultants by area of work March 2020

(£1,000,000)





Infection prevention and control

A postgraduate qualification in infection prevention and control has been available

courses in the field of infection prevention and control. There is a need to develop more specialist nurses in this field to ensure that leadership in research, and education is

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