

WESTON AREA HEALTH NHS TRUST

TRUST BOARD

TUESDAY 9 JULY 2013

**NURSE STAFFING REVIEW AND PROGRESS ON IMPLEMENTATION
OF STAFF CHANGES**

The purpose of this briefing is to update the Board on progress with actions outlined in the Nurse Staffing Review Paper received by the Board in April 2013.

Ward Sisters in the Emergency and Urgent Care Division have been made supervisory to practice. The positive impact of the presence of Sisters on their wards was noted in the feedback given following the recent Care Quality Commission Inspection.

The Band 6 Clinical Sister has been introduced to the Clinical Site Management Team. Feedback from Junior Medical Staff has shown the value of this role.

Identification of funding for one extra capacity ward has enabled the Emergency Care Division to better manage the workforce needed for Uphill Ward. This has included the secondment to a Band 7 Ward Sister on this ward, giving continuity and leadership.

Job Descriptions for the Registered Mental Health Nurses are being finalised to enable recruitment to these posts. In the interim, agency nursing staff are being utilised where this specific expertise is required.

The Overseas Recruitment Campaign successfully recruited 44 Registered Nurses following a rigorous selection process undertaken in Madrid between 3 and 7 June 2013. Arrangements are in place for the first cohort of 15 Nurses to join the Trust on 15 July 2013 when they will commence a four week induction/orientation programme before going "live" in mid August 2013. Two further cohorts will join the Trust on 12 August and 16 September 2013.

Each cohort of staff will go through a comprehensive induction programme which has been developed to provide the necessary support and orientation into the local area, as well as ensuring competence in all aspects of the nursing role. Members from across the multi-disciplinary team are involved in the delivery of the induction programme.

National recruitment continues, including attendance at the Royal College of Nursing Job Fairs (Manchester in July and London in September 2013).

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A review of nurse staffing in the Emergency Department is currently underway, supported by a Nurse Consultant in Emergency Care from the University Hospitals Bristol NHS Foundation Trust.

The six month review of acuity and dependency for inpatient wards, which then informs nurse staffing levels, is being undertaken throughout July 2013.

The Heads of Nursing will commence a review of nurse staffing in departments and specialist areas in July 2013.

The Board will receive a bi-annual report on nurse staffing within the next full report scheduled for October 2013.

Chris Perry
Director of Nursing

July 2013