

<b>Minutes</b>		<b>Pwyllgor nyrsio a bydwreigiaeth Cymru Welsh Nursing and Midwifery Committee</b>
<b>02/05/2018</b>		
<b>Cathays Park</b>		
<b>10:00 - 14:00</b>		

Denise Shanahan (Acting Chair)	Primary Community & Intermediate Care
Suzanne Hardacre	Heads of Midwifery Advisory Group Wales
Jayne Elias	Assistant Nurse Directors Forum
Susan Thomas	Community Nursing (District Nursing)
Sian Thomas	Children's Nursing & All Wales Children & Young People's Senior Nurse Forum
Jayne Cutter	Chair of All Wales Pre- Registration Nursing & Midwifery Group
Helen Earland	All Wales Primary Care Lead Nurse
Helen James	Specialist Community Public Health Nurse
Hazel Powell	Mental Health
Hayley Tarrant	Learning Disability
Jason Roberts	Adult Nursing
Claire McCarthy	Consultant Nurse, Midwife & Allied Health Professionals – (CNMHP)
Sharon Williams	Care Homes - Care Forum Wales
Peggy Edwards	NHS Wales Informatics Service
Frances Beadle	NHS Wales Informatics Service
Jean White	Chief Nursing Officer
Martin Semple	Nursing Officer - Welsh Government
Paul Labourne	Nursing Officer - Welsh Government
Gillian Knight	Nursing Officer - Welsh Government
Nigel Champ	Committee Secretariat - Welsh Government

## 1. Welcome and Apologies

1.1 The interim Chair welcomed attendees, especially Claire McCarthy the new Chair of the Consultant Nurse, Midwife and Allied Health Professionals Forum (CNMHP) and Rhiannon Davies from Welsh Government (WG) who is shadowing Martin Semple. Members were informed that Sian Thomas is continuing to represent Children's Nursing. Apologies were received: the Chief Nursing Officer, Lesley Bevan, Hazel Powell and Sharon Williams.

## 2. Minutes of the last meeting / Action Log

2.1 Denise reminded Members that cleared minutes should be circulated throughout feeder groups and local networks to raise the profile of the Committee and the issues being discussed. Denise apologised for being absent at the last workshop and at the last NJPAC meeting.

2.2 Members agreed that future minutes should be circulated to Members in the usual way but as from this meeting the minutes will be ratified at the next meeting.

2.3 Denise explained that due to the Secretariat's absence from the office, on this occasion, the Action Log had not been updated. Denise ran through the minutes of the last meeting. Frances Beadle commented that the NWIS Monthly Digest had been put on

hold as, at present it is not considered a suitable platform. The WG and NWIS are looking at a website - Frances agreed to chase this up. With regards to consultations, Frances explained that NWIS did forward one on the 'Health Board Boundary Change' - the Secretariat confirmed this and stated that it had been forwarded to the Consultation Team.

AP1	Minutes of this meeting to be ratified at next Committee meeting.
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AP2	Frances Beadle to make contact with WG to discuss the setting up of a website.
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### 3. Chair's Update

3.1 The Interim Chair gave an overview of the NJPAC meeting held on 27<sup>th</sup> March.

- **Unscheduled Care Ministerial Advisory Group (UCMAG)** - Members understood a 'position statement' was being developed which would be the culmination of work undertaken by this Group. This was presented to the UCMAG Group on 27<sup>th</sup> March 2018 and once ratified will be submitted to the Cabinet Secretary for Health & Social Services for agreement on next steps;
- **Winter pressures and process to review the unscheduled care metrics** - Comments included the cancelling of appointments meaning capacity issues extending beyond the winter period with appointments needing to be rescheduled as part of normal business with no extra resource. It was acknowledged the aim was to have a robust system where appointments were not cancelled but it was suggested that Health Boards could consider weighting the scheduling of routine treatment during summer months to give greater service capacity over winter and spring;
- **Vulnerable Groups** - the Committee also considered how to capture the needs of vulnerable groups to ensure interventions focused on prevention of repeat treatment, public and professional perception of prevention services and the need to make every contact count to refer to signpost and a change in planning for winter flu being considered by Public Health Wales;
- **General Data Protection Regulation** - Chair reminded Members the Data Protection Act will be replaced by the General Data Protection Regulation (GDPR) on 25<sup>th</sup> May 2018. The Committee agreed GDPR would have significant impact on current and future services and would need to be built into new policies and legislation in the process of being developed or in the future. It was agreed the Secretariat would circulate Andrew Goodall's letter to NHS Chief Executives which gave an overview of the changes. Frances offered to seek assistance from their RD Department to undertake a synthesised brief and forward it to the Secretariat for distribution to the Membership. Members felt this would be useful;
- **Chief Professions Officer Medicines Programme** - Chair reported a consultation exercise being taken forward in partnership with NHS England considering extending the supply, administration and prescribing mechanisms to professions within the remit of the Chief Professional Officers (Allied Health Professions; Dental, Healthcare Science and Pharmacy) to improve outcomes for patients and increase capacity across the system. In essence they are looking for the patient's voice in this process. Members noted the Welsh Therapies Committee was sponsoring the event which was held at the Life Sciences Hub, Cardiff Bay on 9<sup>th</sup> July 2018;
- **Committee Updates - Welsh Therapies** - Paul Dunning gave a brief outline of WTAC's priorities and activities. Key points included: the plan to hold a professional engagement event in May 2018 to consider the Welsh Government's long term plan for the NHS and the role of the therapy professions in a redesigned service; the pre habilitation model of outcome based care; the primary care transformation programme and the challenges of scaling up models of care on to an all Wales footing;
- **Welsh Scientific** - the new Chair John Day gave an overview of the work that had taken place at the end of 2017 to align the scientific advisory structure to government

priorities whilst updating representation including emerging fields. Rob Orford the Chief Scientific Officer asked Members to note the date of the WSAC Symposium on 17<sup>th</sup> May. It was understood this was to be on the topic of value based healthcare with a key note speech from the Cabinet Secretary for Health & Social Services. It was agreed the Secretariat would seek to invite Sally Lewis or a relevant colleague to attend a future NJPOAC meeting to lead a discussion on how the value based model could support patient centred care in a redesigned service.

- **Welsh Dental** - the Chair reported the WDC's successful contract reform event in Cardiff on 13<sup>th</sup> March. The Chief Dental Officer echoed the success of the day mentioning the benefits of having individual professionals who were delivering isolated pockets of innovation speaking to a large audience of professionals from across Wales. The future work of the Committee would include developing a generic Local Safety Standards for Invasive Procedures to give consistency across Wales and developing a business case to support alternative models of care in keeping with 'Prosperity For All';
- **Aneurin Bevan** - Colin Powell gave an update on the work to develop primary care capacity with new models of delivery and the Clinical Futures Programme;
- **Hywel Dda** - Kerry Donovan asked attendees to note the health professional forum in Hywel Dda had only recently been reconstituted. The Committee was pleased to hear the forum had appointed a full complement of professions and engagement with Health Board's had been positive. Kerry reported the forum's work with the Health Board to identify models for the transformation of clinical services given the geographic and demographic challenges of the area. Members understood the proposals would be out for public consultation in April;
- **Betsi Cadwaladr** - Jo Kember gave a brief update on the work of the forum in contributing to health board strategy. Jo highlighted some recent difficulties sourcing appropriate nursing engagement. The Chair of WNMC commented that this was important to note in case the Committee can be of influence.

### **NJPAC's response to the Parliamentary Review**

- Matthew Hall from Welsh Government gave a short overview of the background and policy context of the long term plan explaining the plan would be presented to the Cabinet in May 2018 for discussion. Members understood there would be limited opportunity for engagement in advance of the Cabinet discussion but were reassured as the long term plan would be a Welsh Government document which would broadly follow the recommendations from the Parliamentary Review and would aim to set out a national strategic plan rather than directives from Health Boards on how to achieve change. There would be a significant role for the advisory committees in highlighting new models of delivery and service change.
- The long term plan would set a national framework of priorities and actions to seek systematic changes towards a seamless system based around the quadruple aims, rather than a single services - emphasising changes would focus on patient experience and outcome rather than structural changes to organisations and future models would need to include consideration for the role of the non-statutory and third sector to provide wrap around and holistic support.
- Matthew acknowledged the principles in the Parliamentary Review had been met with some cynicism but explained the key difference in the current work was the cross party commitment to change - meaning the work would be subject to Assembly scrutiny over a 10 year period and would be supported by both a transformation programme and fund of £50 million per year for two years. Attendees raised some of the challenges including setting up new services and evaluating outcomes over a two year period, including the need to recruit and train staff and planning for winding down of existing services; the challenges of money following service delivery under current contracts: and securing core funding after the initial seed years.

## AOB

- Members asked: how the citizens' voice could be heard as part of the advisory process; how to engage and communicate with professionals on a cross professional basis; and to engage with those who are not currently aware or participating in the advisory process. It was suggested the Committee could either consider a newsletter or event to highlight the 'best bits' of each of the Committees. It was further suggested this could be supported by each group submitting a short update in advance of each meeting which could be used to cascade awareness of the range of work being undertaken throughout networks.
- Paul Labourne stated that Regional Partnership Boards are statutorily required to undergo a 'Needs Assessment' which hopefully will align with at least the health element of the 'Needs Assessment' that's used in the IMTP's. Everything is coalescing at cluster level as far as nursing is concerned. The Welsh Government wants practice nurses to have enhanced skills in diagnosis and prescribing, and to have a Nurse Consultant in these areas would be a great step forward as we do not, as yet, have any. Denise suggested that a future, separate meeting could be arranged to look at all the options.

AP3	A future, separate meeting to be arranged to discuss enhanced skills in diagnosis and prescribing.
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## Consultations

Denise thanked: Frances and Suzanne for their contributions to 'Termination of pregnancy for women from Northern Ireland', which closed on 9<sup>th</sup> February; Jayne Cutter for her contribution to 'Support for Doctoral Study' which closed on 2<sup>nd</sup> March; and Frances, Peggy and Susan Thomas for their comments on 'Proposed Health Board Boundary Change in Bridgend', which closed on 7<sup>th</sup> March.

## New Consultations

- 'Refugee & Asylum Seeker Health which closes on 29<sup>th</sup> June - Secretariat agreed to forward to the Membership for comment;
- 'Nation of Sanctuary - Refugee & Asylum Seeker Plan' which closes on 25<sup>th</sup> June - Secretariat agreed to forward to the Membership for comment and
- 'School Nursing Framework - Nursing in Special Schools' which closes on 6<sup>th</sup> June - Sian Thomas, Helen James and Hayley Tarrant agreed to take forward.

AP4	Secretariat to forward to the Membership for comment 'Refugee & Asylum Seeker Health' consultation which closes on 29 <sup>th</sup> June
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AP5	Secretariat to forward to the Membership for comment 'Nation of Sanctuary - Refugee & Asylum Seeker Plan' consultation which closes on 25 <sup>th</sup> June.
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AP6	Secretariat to forward to Sian Thomas; Helen James and Hayley Tarrant for comment 'School Nursing Framework - Nursing in Special Schools' consultation which closes on 6 <sup>th</sup> June.
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## Succession Planning

Denise has been the Committee's Interim Chair since 2016 but as yet the Committee does not have a Vice-Chair. On a positive note the Membership has been totally reformed in that time. Having spoken to the Secretariat it was considered that Members had preferred to vote for the Chair and Vice-Chair electronically. There were therefore a couple of options; the Committee can have a brand new Chair or a new Vice-Chair - there is potential for a year for

Denise to continue as Interim Chair and remain in post until the new Vice-Chair feels comfortable to take over. The Secretariat can inform Members of the options and arrange an electronic vote to take place.

The process will initially involve an e-mail from the Secretariat to all Members asking for expressions of interest or a nomination for another Member together with a copy of the amended Constitution. This would be followed by a second e-mail to Members with a list of candidates who have either put themselves forward or have been nominated by other Members, to ask Members to vote for an individual. From an administration viewpoint if the Committee was just looking for a Vice-Chair the Secretariat would require clarification from Members that the person would be nominated as Vice-Chair would then automatically become Chair after Denise steps down rather than have a second vote. The tenure of the Chair would be over a four-year period.

AP7	Secretariat to forward e-mail to the Membership to establish an expression of interest or a nomination for another Member of the Committee for the position of Chair / Vice-Chair.
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AP8	Secretariat to amend, where appropriate, the Committee's Constitution.
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AP9	Once a potential list of candidates for Chair / Vice-Chair has been established, Secretariat to forward a further e-mail to the Membership asking Members to vote for an individual.
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### **Recruitment of NMC Council Member**

Denise asked if Members had a chance to see the NMC application and noted it was an excellent opportunity.

### **Nurse Directors meeting**

It was noted that the Nurse Directors had also asked for a copy of the Committee's Forward Work Plan but this has yet to be formulated. It was suggested that subject matter could be taken from both the workshops as well as horizon scanning issues and contributing to consultations. Paul Labourne commented that at the last Nurse Directors meeting they had wanted to know: who the Members of this Committee were; and all the groups individual Members represent; and how does it channel into the Nurse Director's Forum. It was asked if there was a list of Feeder / Reference Groups available.

The Secretariat informed Members that they had approached the Nursing Group support to ask for an updated list, the CNO also was involved. Now that this Committee is well established, the Chair recommended that the Secretariat approach each Member to ask for this information and also a copy of their Terms of Reference. A further action from the previous Workshop was to organise an event for the feeder groups. The Secretariat suggested that they could organise the event and once the date had been confirmed Members to cascade this information to their feeder groups - the Chair agreed. A further action was for Susan Thomas to contact Alex Howells, CEO of Health Education and Improvement Wales to let her know about this Committee and explore how the Committee can engage in their work programme.

AP10	Secretariat to ask each Member for their Feeder / Reference Groups and a copy of their Terms of Reference.
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AP11	Towards the end of the year, and once in possession of all Feeder Group information, Secretariat to organise a Feeder Group Event. Once a date etc has been established, Members to cascade the information to their Feeder Groups.
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AP12	Susan Thomas to contact Alex Howells, CEO of Health Education and Improvement Wales to let her know about this Committee and explore how the Committee can engage in their work programme.
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#### 4. Bariatric SBAR

4.1 Not all responses have been received from Health Boards; but Cwm Taf, Aneurin Bevan, Velindre and WAST have responded and Cardiff & Vale will be responding shortly. The Secretariat will continue to chase all outstanding responses and reiterate that this information is required by the CNO and the Cabinet Secretary. The Secretariat suggested that as this was a positive piece of work and once all responses have been received and collated this could be included in the CMO's Newsletter.

AP13	Secretariat to chase all outstanding HB's for their response to the Bariatric SBAR. Once all responses had been received and collated to then consider including this piece of work in the CMO's Newsletter.
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#### 5. CNO Update

5.1 Paul Labourne had the 'CNO Hot Topics' which is a breakdown of the work the Office of the CNO is involved in.

- Learning Disabilities - Cabinet Paper on 'Improving Lives Programme' will be published shortly. This includes a focus on better outcomes for people with learning disabilities with work on annual health checks, revisiting the 2014 care bundle and a secure services review.
- Update on implementation of the dementia strategy and Good Works education framework
- Scoping improvement work within care homes including anti-psychotic medicines prescribing.
- Mental Health Nursing - draft framework produced will go to Nurse Director's.
- Maternity – work continuing on developing a new Vision document for launch later this year. Survey of women's experience and a survey of staff experiences will inform the framework. Engagement events planned and underway. Safer Pregnancy Campaign, which began last year, evaluation nearly complete
- Minister requested that a Task and Finish Group be established to review current breastfeeding approaches. A final consensus document to go to Cabinet Secretary with recommendations very shortly.
- Plans to merge Maternity and Neonatal Networks next year are underway. Still Birth subgroup is to cease and work ongoing to be mainstreamed into quality and safety committee of the Network - legacy document prepared by the network.
- Safeguarding - a maturity matrix around safeguarding in NHS has been agreed by the CNO and Nurse Directors for piloting, supported by a peer review approach that PHW will facilitate - timetable to follow.
- NMC anticipates that all approved education institutions will adopt the new standards for proficiency for nurses by September 2020. The Cabinet Secretary has agreed to support the funding of a Support Officer to work across NHS Wales and HEI's to implement the new standards supporting consistency across Wales (once for Wales approach).
- Nurse Staffing Levels Act, on 6<sup>th</sup> April the second duty of the Act came into force which is the duty to calculate and maintain nurse staffing levels for all acute adult medical and surgical wards using triangulated methodology. Noted work on an educational raising awareness resource pack. There is a commitment within the Programme for Government to extend the Act in this term (before 2021). Five work streams overseen by the All Wales Professional Nurse Staffing Group are developing evidence based tools to enable the extension of the Act. Paediatric wards are likely to be the first setting ready for extension - the Project Lead is Dawn Parry.

- District Nursing - developing understanding of the baseline assessment responses of the Interim District Nurse Staffing Principles. Following agreed funding with Plaid Cymru three pilots utilising a neighbourhood nursing approach based on the Dutch Buurtzorg model are underway in Powys, Cwm Taf and Aneurin Bevan. Ministerial Primary care task force includes work involving career opportunities / pathways for primary care nurses.
- Train Work Live international recruitment - working in partnership with Ghana on a reciprocal basis to help develop nursing in countries and give nurses from Ghana experiences of nursing in Wales. This year's campaign will focus on promoting Wales as an excellent place to train, work, live, the campaign launch will coincide with the RCN Conference in Belfast; the Cabinet Secretary will also be attending.

5.8 Last summer there was a public consultation on the document 'Services Fit for the Future'. One supported change is the proposed replacement of the Community Health Councils with a new patients' voice body. There was also support for introducing a duty of candour as there is in England and Scotland. There was also a suggestion WG should have a set of 'common standards' for health and social care and common mechanisms of inspection and inspectorate bodies. Responses concluded that standards should not be at such a high level to make a difference to practice and also not to conflict with professional guidelines for people that are professionally registered such as Nurses and Doctors. All responses were taken into consideration and a paper was forwarded to the Cabinet Secretary who wished to move forward on a number of the responses received.

5.9 There is a Quality and Safety Group in Welsh Government receives all the reports of serious incidents in NHS Wales organisations. The most commonly reported incident is pressure ulcers, grade 3's and 4's, and unstageable are all reported to WG. There is now a far better culture of reporting and openness, for example in 2013 for the whole of the year there were 57 serious incidents of reported pressure ulcers; in 2014 the figure was 186 and in this year the number was 1,117. 80% of pressure ulcers reported to WG is unavoidable. The huge increase to 2018 is mostly due to increased reporting of pressure ulcers in the community - the hospital reporting has hardly grown. The real 'at risk' population is in community setting, the reporting situation in care homes will change due to Maureen Fallon's work following the Flynn Report on care homes and CIW will receive more information from care homes in the future. The Tissue Viability Group Wales has developed a public information leaflet on primary prevention of pressure ulcers. Of the pressure ulcers reported from the community there was a growing number who reported that people had had no contact with the Community Nurse as they have been looked after in their own homes by family and friends.

5.10 Following the Parliamentary Review a 10 year strategy for health and social care is being developed to be published by the summer.

5.11 The CNO annual Conference will be the 23<sup>rd</sup> May and Paul would like all Members to book their place, the notification did not go out until February but within a week of notification the WG received 125 people declaring they would be attending. WG has increased the number of poster presentations from the usual 40 to 60.

5.12 The Secretariat added that there is an imminent announcement in the Commons regarding breast cancer (people not being sent for screening) just in case there are questions from the public or increased concern from people.

AP14	Members to book their place for the CNO's Annual Conference on 23 <sup>rd</sup> May.
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## 6. Group Reports

6.1 Due to timings Group Reports were not discussed at this meeting.

## 7. Interactive Workshop

7.1 A Joint Statement on a Shared Vision for the role of nursing in a future seamless Health and Social Care Service for the people of Wales was discussed. The following was agreed:

'This Concordat is a shared statement of commitment, endorsed by senior leaders from the organisations with the most influence over the future of the nursing professions in Wales.

The Welsh Nursing and Midwifery Committee, its partners from the reference stakeholder groups are committed to work together to improve the system of care and support for the people of Wales.

We believe a future seamless health and social care service:

Will have clinical outcomes measuring how interventions have added value for the patient.

Will build in the time people need to understand their health and the options available as true partners in their own health.

Will prioritise services which are proactive/preventative in identifying both individual and population health needs.

Delivering this will necessitate changes to current systems and process. The key requirements will be:

- Technology to be an enabler for delivery based on clinical practice, not a driver for change.
- Processes and treatments to be built around the patients journey.
- A clear understanding of what each professional can offer and the value they add to the patient.

To achieve this shared vision, as partners, we agree to: work together to ensure our interventions are designed to improve people's health and their well-being; giving regard to the patient as a whole person and their priorities'

## 8. Discussion and Next Steps

8.1 The Chair asked Members to confirm that they were content with the wording of the high level statements around 'our belief' and the 'key requirements'. The Secretariat agreed to type up what was discussed and forward initially to those Members who were in attendance. The Secretariat asked Members to complete the subheads and forward back to them before 24<sup>th</sup> October 2018.

AP15	Members to confirm that they are content with the wording of the high level statements.
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AP16	Secretariat to type up and circulate, initialling, to those Members who were in attendance at this meeting the Joint Statement for comments and completion.
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## 9. Any Other Business and date of Next Meeting

9.1 The date of the next WNMC meeting is Tuesday 6th November - 10:00 -14:00.