

CNO PRIORITIES 2019-2021

The following table sets out the specific areas of work being led through the Office of the Chief Nursing Officer in Welsh Government in support of the delivery of 'A Healthier Wales' (2018), the 10 year health and social care strategy for Wales. The areas highlighted below build on the priorities set in 2016 at the beginning of this term of Welsh Government and take us up to the end of this term of government in 2021.

The strategic goal is to realise the full potential of the nursing and midwifery professions in order to meet, in partnership with others, the changing health and well-being needs of people living in Wales.

CNO PRIORITY THEME	Proposed priorities for action 2019-2021
Professionalism	<ul style="list-style-type: none"> • Develop models and guidelines to support and encourage clinical supervision for nurses, in association with Health Education and Improvement Wales (HEIW). To be completed by 2021 • Evaluate the employer-led supervision of midwives model. To be completed by 2021. • Work with UK/Eire Chief Nursing Officers to develop a suite of resources that describes and promotes a modern understanding of the professional role of a nurse (all fields) or midwife. To be published in 2020 as part of the WHO designated International Year of the Nurse and Midwife.
Voice & Leadership	<ul style="list-style-type: none"> • Professional officers within the Office of the Chief Nursing Officer to actively promote and encourage nurses and midwives to have a strong voice at all levels of health care. Chief Nursing Officer to meet quarterly with the UK/Eire Government Chief Nursing Officers, hold monthly meetings with the Executive Nurse Directors in NHS Wales, and be a member of the Welsh Government's performance management arrangements of NHS Wales. Regular meetings to be held with key stakeholders e.g.: Council of Deans Wales, Nursing and Midwifery Council, Healthcare Inspectorate Wales. • Fund and make available other support annually to provide nurse and midwife leadership programmes and scholarships to enhance the skill base within the workforce. Emphasising the role of clinical leadership within nursing and midwifery that improves patient care outcomes. • Facilitate system wide learning to improve the care pathway for super bariatric patients who become unwell and work with NHS Wales to ensure appropriate provision of facilities and services.

	<ul style="list-style-type: none"> • Ensure delivery of the cross government Improving Lives (learning disability) Programme by 2021 – facilitate the cross Welsh Government Directors Scrutiny Group and Ministerial Advisory Group.
	<ul style="list-style-type: none"> • Provide professional advice in the development of legislation on the quality and governance of the NHS in Wales.
	<ul style="list-style-type: none"> • Nursing Now Wales – Support the various work streams, ensuring linkage with the marketing campaign ‘Train, Work, Live’, to address diversity in the professions. Work with the Ghanaian Government and RCN to deliver in-country nurse leadership development programme.
Workforce & Education	<ul style="list-style-type: none"> • Monitor and support implementation of the Nurse Staffing Levels (Wales) Act 2016 across NHS Wales via the national nurse staffing group. Support work that enables NHS organisations to meet the reporting requirements set out in the Act in 2021
	<ul style="list-style-type: none"> • Facilitate legislative extension of the Nurse Staffing Levels (Wales) Act to paediatric in-patient areas, to be enacted by April 2021.
	<ul style="list-style-type: none"> • Oversee work of the national nurse staffing group in developing workforce tools and patient sensitive outcome indicators in the following areas: community nursing, mental health in patient, health visiting; development of guidance for commissioners of nursing care in care homes in line with the Social Services Regulation and Inspection Act 2016. Facilitate the change in hosting arrangements of the national programme from Public Health Wales to HEIW in April 2020.
	<ul style="list-style-type: none"> • Issue and monitor compliance with nursing workforce principles for: district nurse led services (issued 2017), paediatric inpatient services (issued 2019), mental health in patient services (to be issued 2020).
	<ul style="list-style-type: none"> • Support the introduction of revised NMC education standards for initial nurse and midwifery education through Council of Deans Wales and HEIW by 2020.
	<ul style="list-style-type: none"> • Develop and promote clinical academic and consultant roles and career pathways in association with HEIW
	<ul style="list-style-type: none"> • Support the Welsh Government’s response to the petition for mandatory training for hospital staff caring for people with a learning disability (6 November 2019). Commission development of a tiered framework of education and training for health staff caring for people with a learning disability for roll-out in Spring 2020.
Informatics	<ul style="list-style-type: none"> • From 2020 annually fund nurse digital leadership scholarships via the Digital Academy and provided by Florence Nightingale Foundation.

	<ul style="list-style-type: none"> • Work collaboratively with National Wales Informatics Service lead nurse to facilitate the development and implementation of digital solutions to support high quality, sustainable health care services. This includes electronic recording of patient information and implementation of systems to improve patient alerts in health and care settings.
	<ul style="list-style-type: none"> • Oversee delivery of the digitisation of nurse documentation programme. Seven core assessment tools were agreed in 2019 that are to be digitised and rolled out for use in NHS Wales in 2020/2021.
Research, Development & innovation	<ul style="list-style-type: none"> • Hold an annual conference in May to enable nurses and midwives to showcase evidence based initiatives that have improved patient care.
	<ul style="list-style-type: none"> • Award the Betsi Cadwaladr Scholarship at the annual CNO showcase conference; and fund the CNO award at the RCN Wales Nurse of the Year. Both awards to recognise significant leadership in driving improvements or innovation in service or education that impacts on patient outcomes
	<ul style="list-style-type: none"> • Where new evidenced based practice is established that would benefit the healthcare system in Wales, issue instruction or guidance to NHS Wales to adopt evidence based practice, for example: <ul style="list-style-type: none"> ○ Adoption of Community National Early Warning System (NEWS) (2019) ○ ObsCymru package for management of postpartum haemorrhage (2019)
Promoting Population Health & Well-being	<ul style="list-style-type: none"> • Development and launch of the vision for prudent maternity services on July 2019; support implementation thereafter via the Maternity and Neonatal Network
	<ul style="list-style-type: none"> • Implement the recommendations of the review into breastfeeding – report launched July 2019 alongside ‘Becoming Breastfeeding Friendly Nation’ work led by Public Health Wales
	<ul style="list-style-type: none"> • Support the annual flu vaccination campaign by producing an annual letter to staff, Twitter messages and on-line video messages
	<ul style="list-style-type: none"> • Provide professional advice to the pilot testing of a ‘baby bundle gift’ for new parents in Wales to be hosted in Swansea Bay University Health Board in 2020
	<ul style="list-style-type: none"> • Support the development of clinical and cost effective models to deliver Annual Health Checks within primary care for all individuals aged 14+ diagnosed with a Learning Disability registered with a GP
	<ul style="list-style-type: none"> • Facilitate and monitor implementation of the new framework for school nursing, mainstream and special schools; provide professional advice to the whole school programme to support mental

	health and wellbeing of children
	<ul style="list-style-type: none"> • Provide professional advice and support in the delivery of the Healthy Weight Strategy for Wales (2019)
	<ul style="list-style-type: none"> • Actively promote the uptake of 'Making Every Contact Count' training by nurses and midwives
Quality & Safety of Care	<ul style="list-style-type: none"> • Hold annual performance boards of maternity services (autumn/early winter). Undertake additional monitoring and support for maternity services in escalation.
	<ul style="list-style-type: none"> • Completion of the work to address Flynn Report: Recommendation 2. Activity includes implementation of a recording system for people enduring pressure ulcers (Cat III and above) in Care Homes. Testing in Aneurin Bevan University Health Board footprint to be completed March 2020. Full roll out to all care homes in Wales in 2020/21.
	<ul style="list-style-type: none"> • Promote the welfare and safety of children and adults at risk. Monitor and support the delivery of safeguarding services in NHS Wales - 6 monthly review in conjunction with Executive Nurse Directors in Wales; oversee annual peer review of NHS Wales safeguarding services facilitated by Public Health Wales; issue guidance on chaperoning in 2019. Contribute to the development of all Wales safeguarding of people policy, best practice and guidance issued Nov 2019.
	<ul style="list-style-type: none"> • Lead work to refine measurement of harm: falls, pressure damage, medication errors and complaints about nursing care; amend reporting through Datix so that preventable harm is identified – thematic reviews to be undertaken from these data.
	<ul style="list-style-type: none"> • Continue to develop policies and guidance that ensure the individual service user's voice is sought and heard so that it informs development and delivery of health and care services in Wales.
	<ul style="list-style-type: none"> • Support work at a national and health board level to ensure Learning Disability specialised service provision is available as close to home as possible and care and treatment is appropriate, high quality and outcome focussed.
Promoting Integration of Care	<ul style="list-style-type: none"> • Support development of a single integrated outcomes framework that applies across health and social care for publication in 2020.
	<ul style="list-style-type: none"> • Oversee delivery of the Plaid Cymru compact funded Neighbourhood Nursing pilots in Powys

	Teaching Health Board, Cwm Taf Morgannwg University Health Board and Aneurin Bevan University Health Board. To report summer 2020. Support roll out of learning from these pilots across NHS Wales.
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