

The nursing workforce plan team welcomes you to the Summer 2023 edition of our newsletter, bringing you the latest updates on the development of a strategic workforce plan for nursing in Wales.



The programme team are developing a strategic nursing workforce plan to address the current and anticipated challenges within the nursing workforce in Wales. We have committed to developing the strategic nursing workforce plan through input and engagement with nurses and the wider workforce.

An online conversation has been hosted through an external partner, where the entire nursing workforce in Wales can share, read, rate and comment upon the ideas, experiences, and stories of others. The conversation provides a psychologically safe environment for our nurses to share what they really think – the conversation platform is anonymous, facilitated, and independently analysed.

The first conversation ran from 30th May - 26th June. We have heard from over 490 nurses across Wales, who have shared nearly 3,000 contributions – a combination of ideas, comments and votes. We would like to say a massive thank you for every individual who took time to sign up and get involved.

However, **this isn't the end**. For those who got involved with the first conversation and those who missed the opportunity, **there will be a chance to get involved with a second conversation, taking place in August**.

To get involved, register at
<https://ourbigconversation.com/nursinginwales>



The conversation so far...

Below are some of the great quotes that were contributed to the first conversation.

"40 years and still loving it!"

"Fantastic and inspirational line managers and nurses have supported my professional development and took time to help me reflect and grow."

"Nurses are the most resilient set of people I have ever met."

"Big shout out to learning disability nurses who don't get celebrated enough in my opinion!"

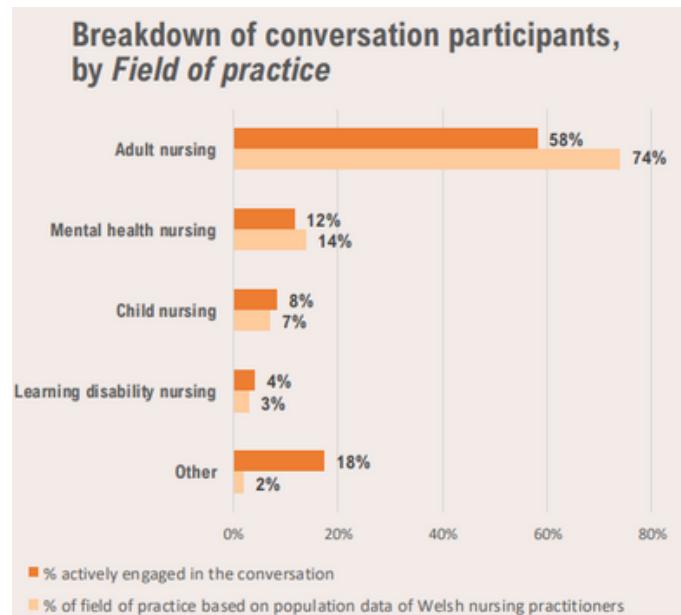


What the data is telling us so far...

Participation

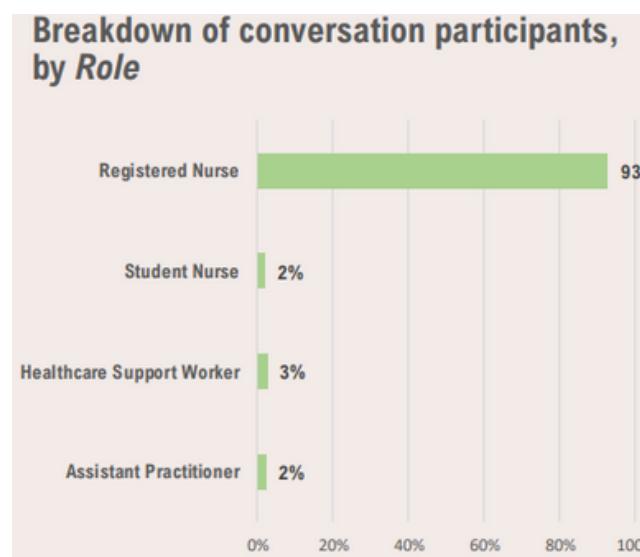
The graphs show some of the participation of the first conversation.

The chart to the right shows the makeup, by Field of practice, of the nearly ~490 participants that joined the conversation (orange), compared to the share of fields of practice by population data (light orange). Ideally, we'd like the share of all fields in the conversation to be as close as possible to the actual distribution of Nursing fields in NHS Wales – however it has been pleasing to see all fields of practice have engaged with the first conversation!

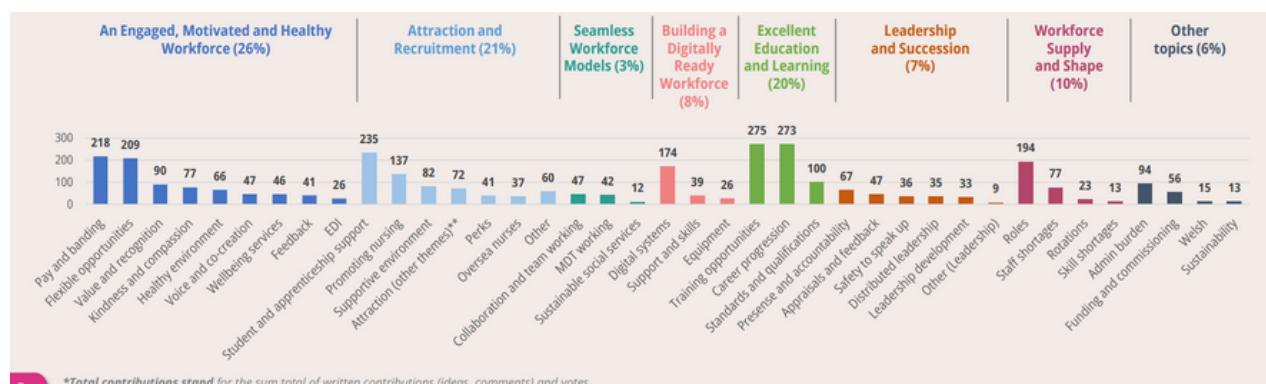


The majority of our participants have come from a Registered Nursing background which reflects the make up of the nursing workforce as a whole. However Nursing Healthcare Support Workers (HCSW) are part of the team and nursing family and we would love to hear from more of them.

So when the second conversation opens, please encourage our HCSW colleagues to participate, so that their voices are heard as we develop the Strategic Nursing Workforce Plan.



Key Themes

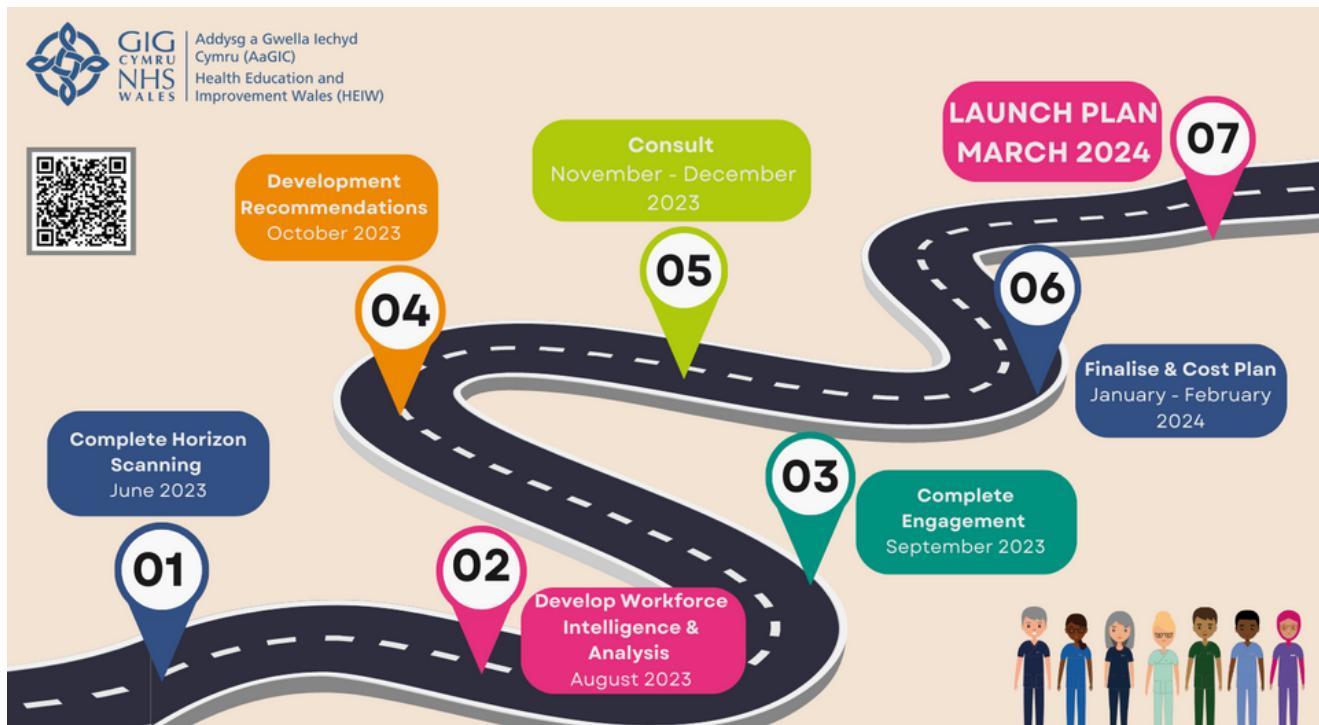


The most common discussion points so far have been around training opportunities, career progression, student and apprenticeship support and pay and banding so far, but as you can see, a huge range of subjects have been covered! The ideas generated by the workforce will go a long way in developing the Plan!

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Phase 2 is underway

Our roadmap



Phase 2 work focus areas have been reviewed and allocated against each of the workforce strategy themes. The emphasis in phase 2 will be less on the completion of work and more on understanding gaps and including this in the strategic nursing workforce plan. We have completed our horizon scanning of evidence and best practice. Next, we will be developing further our data analytics and intelligence, as well as continuing with Our Big Conversation.

This will result in the development of the actions that will be contained in the Plan, and we look forward to consulting with stakeholders in the autumn and winter!

Upcoming Events



HEIW Nursing Conference: What Matters To You, Matters To Us



24/10/23, All Nations Centre, Cardiff

HEIW Nursing Conference: What Matters To You, Matters To Us



08/11/23, Venue Cymru, Llandudno

Empowering and Embracing Digital Transformation: Nursing in Wales Event



07/12/23, Cardiff City Stadium, Cardiff

Empowering and Embracing Digital Transformation: Nursing in Wales Event



12/12/23, Venue Cymru, Llandudno

Please contact HEIW.NursingWorkforcePlan@wales.nhs.uk
for more information and how to secure your place.

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Mae tîm cynllun y gweithlu nrysio yn eich croesawu i rifyn Haf 2023

o'n cylchlythyr, gan ddod â'r wybodaeth ddiweddaraf i chi ar ddatblygu cynllun gweithlu strategol ar gyfer nrysio yng Nghymru.



Mae tîm y rhaglen yn datblygu cynllun gweithlu nrysio strategol i fynd i'r afael â'r heriau presennol a'r heriau a ragwelir o fewn y gweithlu nrysio yng Nghymru. Rydym wedi ymrwymo i ddatblygu cynllun strategol y gweithlu nrysio drwy fewnbwn ac ymgysylltu â nrysos a'r gweithlu ehangach.

Mae sgwrs ar-lein wedi'i chynnal trwy bartner allanol, lle gall y gweithlu nrysio cyfan yng Nghymru rannu, darllen, graddio a rhoi sylwadau ar syniadau, profiadau a straeon pobl eraill. Mae'r sgwrs yn darparu amgylchedd diogel yn seicolegol i'n nrysos rannu'r hyn maen nhw'n ei feddwl mewn gwirionedd - mae'r platfform sgwrsio yn ddienw, wedi'i hwyluso a'i ddadansoddi'n annibynnol.

Cynhaliwyd y sgwrs gyntaf rhwng 30ain o Fai a 26ain o Fefhefin. Rydym wedi clywed gan dros 490 o nrysos ledled Cymru, sydd wedi rhannu bron i 3,000 o gyfraniadau – cyfuniad o syniadau, sylwadau a phleidleisiau. Hoffem ddiolch yn fawr iawn am bob unigolyn a gymerodd amser i gofrestru a chymryd rhan.

Fodd bynnag, **nid dyma'r diwedd**. I'r rhai a gymerodd ran yn y sgwrs gyntaf a'r rhai a golloedd y cyfle, **bydd cyfle i gymryd rhan mewn ail sgwrs, a gynhelir ym mis Awst**.

I gymryd rhan, cofrestrwch drwy
<https://ourbigconversation.com/nursinginwales>



Y sgwrs hyd yn hyn...

Isod mae rhai o'r dyfyniadau gwych a gyfrannwyd at y sgwrs gyntaf..

"40 mlynedd ac yn dal i'w garu!"

"Mae rheolwyr llinell a nrysos gwych ac ysbrydoledig wedi cefnogi fy natblygiad proffesiynol ac wedi cymryd amser i'm helpu i fyfyrio a thyfu."

"Nrysos yw'r set fwyaf ystwyth o bobl rydw i erioed wedi cwrdd â nhw."

"Diolch mawr i nrysos anableddau dysgu, dydyn nhw ddim yn cael eu dathlu ddigon yn fy marn i!"

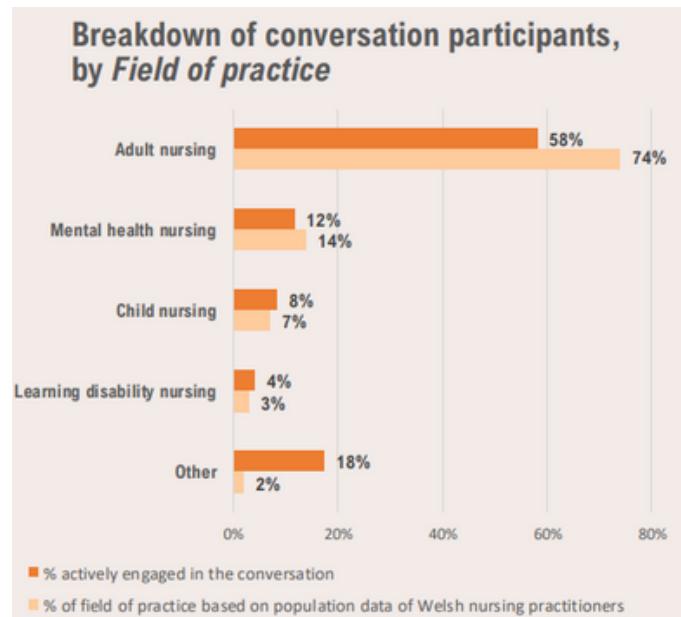


Yr hyn y mae'r data yn ei ddweud wrthym hyd yn hyn...

Cyfranogiad

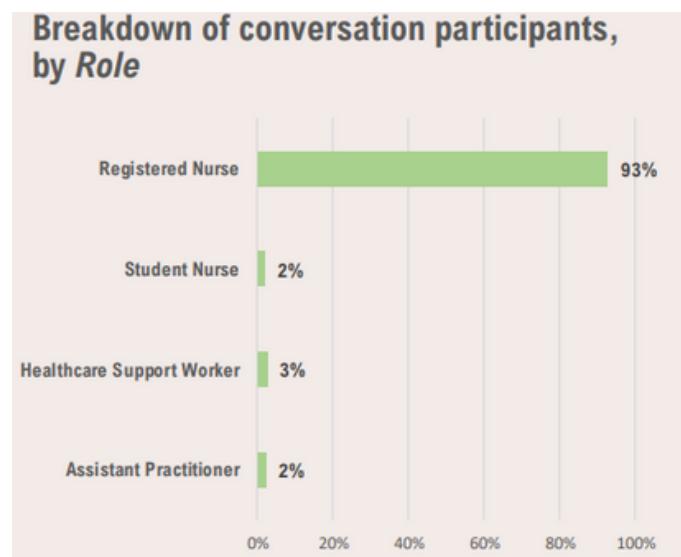
Mae'r graffiau yn dangos rhywfaint o gyfranogiad y sgwrs gyntaf.

Mae'r siart ar y dde yn dangos cyfansoddiad, yn ôl Maes ymarfer, o'r bron i ~ 490 o gyfranogwyr a ymunodd â'r sgwrs (oren), o'i gymharu â'r gyfran o feysydd ymarfer yn ôl data poblogaeth (oren ysgafn). Yn ddelfrydol, hoffem i'r gyfran o bob maes yn y sgwrs fod mor agos â phosibl at ddosbarthiad gwirioneddol meysydd Nrysio yn GIG Cymru – fod bynnag, mae wedi bod yn braf gweld bod pob maes ymarfer wedi ymgysylltu â'r sgwrs gyntaf!

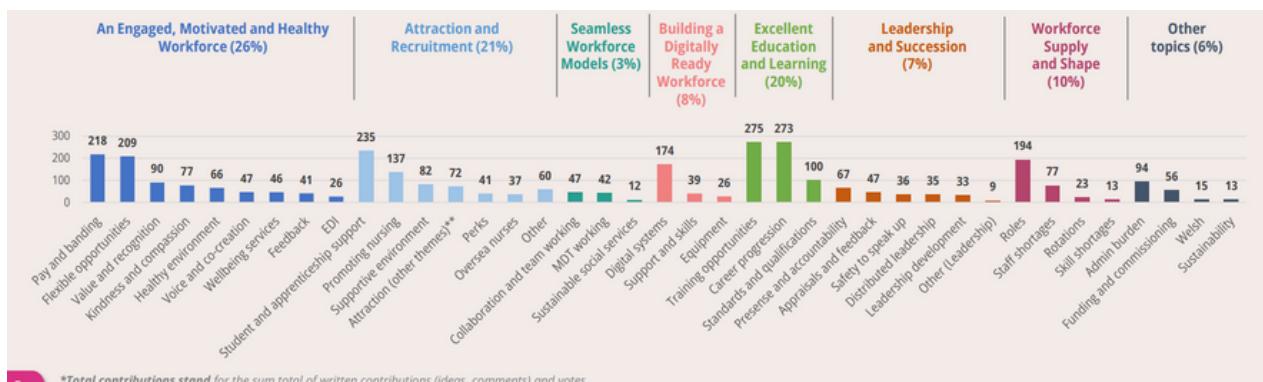


Mae'r rhan fwyaf o'n cyfranogwyr wedi dod o gefndir Nrysio Cofrestredig sy'n adlewyrchu ffurifiant y gweithlu nrysio cyfan. Fodd bynnag, mae Gweithwyr Cymorth Gofal Iechyd Nrysio (HCSW) yn rhan o'r tîm a'r teulu nrysio a byddem wrth ein bodd yn clywed gan fwy ohonynt.

Felly pan fydd yr ail sgwrs yn agor, anogwch ein cydweithwyr yn HCSW i gymryd rhan, fel bod eu lleisiau'n cael eu clywed wrth i ni ddatblygu'r Cynllun Gweithlu Nrysio Strategol.



Themâu Allweddol



Mae'r pwyntiau trafod mwyaf cyffredin hyd yn hyn wedi bod yn ymwneud â chyfleoedd hyfforddi, dilyniant gyrrfa, cymorth i fyfyrwyr a phrentisiaethau a thâl a bandio hyd yn hyn, ond fel y gallwch weld, mae amrywiaeth enfawr o bynciau wedi cael sylw! Bydd y syniadau a gynhyrchir gan y gweithlu yn mynd yn bell o ran datblygu'r Cynllun!

Dilynwch ni



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Mae Cam 2 ar y gweill

Ein map ffordd



Mae meysydd ffocws gwaith Cam 2 wedi'u hadolygu a'u dyrannu yn erbyn pob un o themâu strategaeth y gweithlu. Bydd y pwyslais yng ngam 2 yn llai ar gwblhau'r gwaith ac yn fwy ar ddeall bylchau a chynnwys hyn yng nghynllun strategol y gweithlu nyrsio. Rydym wedi cwblhau ein gwaith sganio ar y gorwel o dystiolaeth ac arfer gorau. Nesaf, byddwn yn datblygu ein dadansoddeg a deallusrwydd data ymhellach, yn ogystal â pharhau â Ein Sgwrs Fawr.

Bydd hyn yn arwain at ddatblygu'r camau gweithredu a fydd yn cael eu cynnwys yn y Cynllun, ac edrychwn ymlaen at ymgynghori â rhanddeiliaid yn yr hydref a'r gaeaf!

Digwyddiadau i Ddod



Cynhadledd Nyrsio AaGIC: O Bwys i chi, O Bwys i ni



24/10/23, All Nations Centre, Caerdydd

Cynhadledd Nyrsio AaGIC: O Bwys i chi, O Bwys i ni



08/11/23, Venue Cymru, Llandudno

Grymuso a Chofleidio Trawsnewid Digidol:
Digwyddiad Nyrsio yng Nghymru



07/12/23, Cardiff City Stadium, Caerdydd

Grymuso a Chofleidio Trawsnewid Digidol:
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12/12/23, Venue Cymru, Llandudno

Cysylltwch â HEIW.NursingWorkforcePlan@wales.nhs.uk am fwy o wybodaeth a sut i sicrhau eich lle.

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