

<b>Reference:</b>	FOI.2237.20
<b>Subject:</b>	Nursing staff rotas and breaks
<b>Date of Request:</b>	3 January 2020

**Requested:**

1. How many nursing staff are employed by the health board? Part-time and full-time.
2. How much does the health board spend on agency nursing per month (over the past year)?
3. Has the health board introduced changes to nursing rotas in the past three years to extend unpaid meal breaks for nursing staff?
4. If so, what savings were made (monthly and annually)?
5. How many nursing staff currently have a one-hour unpaid meal break during a shift?
6. How many of your nursing staff are paid for their meal break and in what units/wards?
7. What is the rationale for different payments and breaks – historic or practical?

**Response:**

1. The table below provides the number of nurses employed by Hywel Dda University Health Board (UHB) as was recorded the UHB's Electronic Staff Record (ESR) system on 7 January 2020. Please note, the bank staff figure provided only includes those who have been active and taking shifts recently.

Status	Headcount
Full-Time	1,680
Part-Time	1,419
Bank	173

2. The table below provides the UHB's monthly expenditure on agency nursing for the 2019 calendar year.

Month	£'000
January	1,288
February	1,123
March	1,261
April	1,412
May	1,388
June	1,169
July	1,158
August	1,158
September	1,063
October	1,401
November	1,415
December	1,220

3. The UHB has made changes to nursing rotas within the last three years. The UHB received an increasing number of requests from nursing staff to work fewer but longer shifts. The implemented changes have seen a standardised 'long day/night shift' which is a total of 12.5 hours, inclusive of a 60 minute unpaid break.

The new long shift is not mandatory in many areas of the UHB, the traditional 8 hour shift can still be worked in some areas upon request. The 8 hours shift is inclusive of a 30 minute unpaid break.

4. The UHB does not hold this information, the change was not implemented as a saving strategy and as such no savings have been calculated as a result of the changes made. It should also be noted that many of the areas where these changes have occurred are also covered by Section 25B of the Nurse Staffing Levels (Wales) Act 2016; all wards covered by this section of the Act have seen an increase in its staffing levels and budget over the past two years.
5. The UHB does not hold this information. Almost all wards and units now offer staff the opportunity to work a two shift pattern; however, this is rarely a requirement. Staff are able to request their shift type and so this is regularly changing.
6. The table provides details of the wards within the UHB that provide staff with paid breaks along with the whole time equivalent (WTE) of those staff that can be expected to receive a paid break per shift.

Ward	WTE	Comments
Learning Disability Residential Units (5 units)	Total – 85.8 Registered Nurse – 15.6 Health Care Support Worker (HCSW) – 70.2	All shifts include paid breaks
Morlais - Acute Adult Mental Health Ward	Registered Nurse – up to 10.4 per night shift	Paid breaks on night shift
Patient Flow/Site Management Teams	Up to 25.1	A mixture of day and night shifts. Staff work varied patterns and shift lengths, some of the shift may require paid breaks
Angharad – Paediatric Ward at Bronglais General Hospital	Registered Nurse – up to 8.24 per night shift	Paid breaks on night shifts