

**CYFARFOD BWRDD PRIFYSGOL IECHYD  
UNIVERSITY HEALTH BOARD MEETING**

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	27 November 2025
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Nurse Staffing Levels (Wales) Act 2016: Annual Presentation of Nurse Staffing Levels
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Sharon Daniel, Director of Nursing, Quality and Patient Experience
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Janice Cole Williams, Assistant Director of Nursing Helen Humphreys, Head of Nursing, Professional Standards and Regulation Catrin Jones, Nurse Staffing Programme Lead

<b>Pwrpas yr Adroddiad (dewiswch fel yn addas) Purpose of the Report (select as appropriate)</b>
Er Sicrwydd/For Assurance

**ADRODDIAD SCAA  
SBAR REPORT**

<p><b><u>Sefyllfa / Situation</u></b></p> <p>The statutory guidance issued in support of the Nurse Staffing Levels (Wales) Act 2016 requires that there be an annual presentation of the nurse staffing levels to the respective Health Board, for all wards that fall under Section 25B of the Act.</p> <p>The All-Wales Nurse Staffing Group has produced the report template and appendix template used as the basis of this presentation, to ensure consistency in the information presented to each Health Board/Trust within NHS Wales.</p> <p>The Board is asked to receive the Report and Appendix 1, which contains detail of the nurse staffing levels for all Section 25B wards, and tracks adjustments made to the staffing levels within those wards during the past 12 months and aims to assure the Board that all the legislative requirements associated with the 'duty to calculate' nurse staffing levels within acute adult medical and surgical wards and paediatric wards (since 1 October 2021) are being maintained.</p>
<p><b><u>Cefndir / Background</u></b></p> <p>There are two key reporting requirements under the Act and/or the statutory guidance which should be undertaken within a Health Board:</p> <ol style="list-style-type: none"> <li>1. The Board receives an annual presentation of the Nurse Staffing Levels which have been calculated for wards where Section 25B pertains.</li> <li>2. Every third year, the Board provides a three yearly assurance report to Welsh Government: the first of the 3-year reports was submitted in October 2021 and covered the period 6 April 2018 – 5 April 2021. The second three yearly report, which covers the period 6 April 2021 – 5 April 2024 was submitted in October 2024. To support the accuracy of this report, the Board has agreed to receive an annual assurance report, using the nationally agreed template.</li> </ol>

To support Board agenda setting, to fit with other NHS Wales processes, and to ensure consistency across Wales, it has been agreed by NHS Wales Directors of Nursing that the annual presentation to the Board of the calculated nurse staffing levels should take place in November of each year; and the annual assurance report should be presented to the Board in May of each year (to reflect convention in respect of timing for completion and submission of annual assurance reports).

### **Informing Patients**

Section 25B(1)(c) provides that LHBs and Trusts must make arrangements to inform patients of the nurse staffing level by ensuring that:

- The LHB's (or Trust's) public Board papers should annually include the nurse staffing level of each individual ward to which sections 25B to 25E of the Act pertain. In addition, the LHB (or Trust) should receive a written update from the designated person of the nurse staffing level of each of those wards when there is a change of use/service that has resulted in a changed nurse staffing level, or if the designated person deems it necessary (paragraph 21).
- Patients must be informed of the nurse staffing level on each ward to which sections 25B to 25E of the Act pertain and should also be informed of the date the nurse staffing level was presented to the Board of each LHB (or Trust). This should be easily visible to anyone attending the ward (paragraph 22).
- Patients should have easy access to 'frequently asked questions' on the nurse staffing levels (Wales) Act 2016 and associated regulations. This should include how to raise concerns about nurse staffing levels (paragraph 23).
- The information should be set out in an easily accessible format that patients can understand (paragraph 24).
- Each LHB (or Trust) must comply with any relevant obligations to which they are subject under the Welsh Language Standards for the provision of this information (paragraph 25).

### **Asesiad / Assessment**

The annual presentation of the nurse staffing levels report sets out the detail of the process, output, conclusions, and further actions to be undertaken arising from the recent (Autumn 2025) nurse staffing levels review and recalculation cycle of the adult medical and surgical wards and the paediatric inpatient wards.

The process has been led by the Director of Nursing, Quality and Patient Experience. All Senior Sisters/Charge Nurses of all wards where Section 25B pertains, all Senior Nurse Managers and all Heads of Nursing have participated in the process.

In line with the requirements of the Act, the statutorily prescribed, triangulated methodology for calculating the nurse staffing levels for the adult medical and surgical wards and the paediatric inpatient wards has been fully and rigorously applied.

The Autumn 2025 calculation cycle has identified the following financial and workforce uplift requirements. The figures set out below includes the uplift required to deliver the roster as well the establishment for non-rostered staff who support the delivery of care, e.g. supervisory ward manager, frailty/rehabilitation support workers, ward clerks.

Table 1: breakdown of uplift requirements							
	Additional requirements £		RN £	HCSW & Other £		RN WTE	HCSW & Other WTE
<b>1 Adult inpatient ward</b>							
<b>1a. Carmarthenshire Integrated System GGH+ PPH</b>	-102,734		-103,374	640		-1.97	0.02
<b>1b. Pembrokeshire Integrated System WGH</b>	105,374		95,892	9,482		1.92	0.21
<b>1c Ceredigion Integrated System BGH</b>	32,915		90	32,825		0.00	0.84
<b>2. Service change (historical):</b>							
<b>Carmarthenshire Integrated System</b>							
Padarn Band 4 role	44,785		0	44,785		0	1.00
Cleddau	550,639		373,579	177,060		7.22	4.62
<b>Ceredigion Integrated System</b>							
Enhanced Care Unit/Rhiannon	72,802		3,230	69,572		0.05	1.77
<b>Planned &amp; Specialist Care</b>							
Picton – HCSW	106,850		-32	106,882		0.00	2.72
<b>3. Planned and specialist care – children, women, and family health</b>	426,537		<b>-27,644</b>	454,181		<b>-0.28</b>	9.7

### 1. Adult inpatient wards:

- 1a. Adult inpatient wards – Carmarthenshire system** – there is one ward (Ward 6, PPH) where it has been agreed that the number of Registered Nurses on night duty (Mon-Fri) will reduce from the current three to two (based on changes in theatre activity, different ways of working and reduced length of stay). After reviewing the data, the Designated Person has agreed to this change (reduction of 1.95 Band 5).
- 1b. Adult inpatient wards – Pembrokeshire system** - The changes required to the rosters/required establishments for the acute adult inpatient wards in WGH have for the autumn 2024 and spring 2025 cycles been met through the realignment of budgets, and deployment of the workforce, because of reconfiguration of wards in WGH undertaken during 2024/25. There is one ward in WGH (Ward 4, WGH) which during the Spring 2025 cycle it was agreed that they required an additional RN 11.5 hours x 7 days (2.73wte Band 5) and this would be funded from within the WGH site – the change in budget has not yet been transacted and is an outstanding action from the Spring 2025 cycle.
- 1b. Adult inpatient wards – Ceredigion system** – there is one ward (Ceredig BGH) where they currently have a HCSW twilight shift who have asked that this be changed to a HCSW night duty shift instead (based on acuity). After reviewing the data, the Designated Person has agreed to this change (additional 0.83wte)

As part of the Autumn 2025 cycle, consideration was given to amending the rosters on two wards (one requesting additional RN on night duty and one requesting additional HCSW on day duty), however, the Designated Person requested additional information to support the request, and the two wards will be for an 'early review' in February 2026.

The below table sets out the changes that have been transacted since the last annual presentation of the nurse staffing levels to the Board in November 2024.

Spring 2024 cycle	2.72wte HCSW (Steffan) (costed as £97,738 following the spring 2024 cycle, however following the autumn cycle the cost has increased to £103,270 due to the 2024/25 pay award). Transacted on 1 <sup>st</sup> October 2025
Autumn 2024 cycle	2.72wte HCSW (Padarn) (£103,270) - due to patient acuity (the need for an additional HCSW on night duty has been discussed as part of the last four calculation cycles and the ward is currently utilising bank HCSW to cover this) Transacted on 1 <sup>st</sup> October 2025
Spring 2025 cycle	Additional 0.32wte Band 5 (+£21,667) and 3.83wte) Band 2 (+£151,823) due to changes to the proportion of registered nurses and Health Care Support Workers working the long day shift pattern. Transacted 1 <sup>st</sup> October 2025

**2. Service Change:** Table 1 also sets out the additional requirements across four wards linked to service change. The additional workforce and financial requirements for the wards are being followed up by the relevant Clinical Care Group:

- Community and Integrated Medicine CCG (Carmarthenshire System)
  - Padarn Ward, GGH - 1wte Band 4 (£44,785) required to support the respiratory procedure room activity.
  - Cleddau Ward, GGH - 7.22wte RN and 4.62wte HCSW/other (£550, 639) required to enable to the ward to operate as a 21 bedded surgical ward which includes the surgical assessment unit and surgical SDEC (the ward is funded to 17 beds with a surgical assessment unit).
- Community and Integrated Medicine CCG (Ceredigion System)
  - Enhanced Care Unit (PACU) Rhiannon Ward, BGH - since the spring 2024 cycle, operational drivers funding has been added to the funded establishment for the Enhanced Care Unit, Rhiannon Ward to substantiate 4.72wte RN and 3wte HCSW. An additional £72,802 is required to fund the remaining 0.05wte RN and the 1.77wte HCSW.
- Planned and Specialist Care CCG
  - Picton ward, GGH - 2.72wte HCSW (£106,850) required due to changes to the emergency gynaecology pathway put into place during the covid pandemic, but which now needs to be made permanent.

**3. Paediatric inpatient wards** - The funding of the additional requirements for the paediatric wards **£426,537** is currently being met from within the Planned and Specialist Care Clinical Care Group, although it is noted that the funding of the additional requirements for the paediatric wards may, at some point in the future, need to be included with the adult inpatient wards as per the principles agreed.

### Informing Patients

Under paragraph 21 of the statutory guidance, the LHB's (or Trust's) public Board papers should annually include the nurse staffing level of each individual ward to which sections 25B to 25E of the Act pertain. The annual presentation of the Nurse Staffing Levels report to the Board ensures that the Health Board meets this statutory requirement.

## Argymhelliad / Recommendation

The Board is requested to **TAKE ASSURANCE** that:

- Hywel Dda University Health Board (HDdUHB) is meeting its statutory 'duty to calculate' responsibility in respect of the nurse staffing level in all wards that fall under the inclusion criteria of Section 25B of the Nurse Staffing Levels (Wales) Act 2016
- HDdUHB is meeting its statutory duty to provide an annual presentation to the Board of the detail of the nurse staffing levels
- HDdUHB is meeting its statutory duty under paragraph 21 of the statutory guidance to inform patients of the nurse staffing levels. For each individual ward to which S25B to S25E of the Act pertain

### Amcanion: (rhaid cwblhau)

#### Objectives: (must be completed)

Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	NA
Parthau Ansawdd: Domains of Quality <a href="#">Quality and Engagement Act (sharepoint.com)</a>	1. Safe 3. Effective 4. Efficient 6. Person-Centred
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	1. Leadership 2. Culture and valuing people 3. Data to knowledge
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	1a Recruitment plan 2a Staff health and wellbeing 2c Workforce and OD strategy
Amcanion Llesiant BIP: UHB Well-being Objectives: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022</a>	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS 5. Offer a diverse range of employment opportunities which support people to fulfill their potential

### Gwybodaeth Ychwanegol:

#### Further Information:

Ar sail tystiolaeth: Evidence Base:	The evidence underpinning the triangulated approach to calculating the nurse staffing levels has been articulated through the working papers of the all Wales Nurse Staffing Group
Rhestr Termiau: Glossary of Terms:	AP – Assistant Practitioner BGH – Bronglais General Hospital CCU – Coronary Care Unit

	<p>ECU – Enhanced Care Unit  FCSG – Financial Control Steering Group  GGH – Glangwili General Hospital  HCSW – Health Care Support Worker  HDdUHB – Hywel Dda University Health Board  PPH – Prince Phillip Hospital  NIV – Non-invasive ventilation  NSLWA – Nurse Staffing Levels (Wales) Act 2016  QI data – Quality Indicator data  QSEC – Quality, Safety and Experience Committee  RAAC – Reinforced Autoclaved Aerated Concrete  RN – Registered Nurse  S25B – Section 25B of the Nurse Staffing Levels (Wales) Act 2016  SDEC – Same Day Emergency Care  WG – Welsh Government  WGH – Worthybush General Hospital  WTE – whole time equivalent</p>
<p>Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Cyfarfod Bwrdd Iechyd Prifysgol:  Parties / Committees consulted prior to University Health Board:</p>	<p>Sisters/Charge Nurses, Senior Nurse Managers and Heads/Deputy Heads of Nursing of each S25B.</p> <p>Outcome of the Spring 2024 calculation cycle presented to QSEC October 2024 and provided to FCSG for information</p>

<p><b>Effaith: (rhaid cwblhau)</b>  <b>Impact: (must be completed)</b></p>	
<p><b>Ariannol / Gwerth am Arian:</b>  <b>Financial / Service:</b></p>	<p>The financial impact of the Autumn 2025 calculation cycle is set out in the Report and Appendix 1</p>
<p><b>Ansawdd / Gofal Claf:</b>  <b>Quality / Patient Care:</b></p>	<p>The intention underpinning the Act is to ensure safe, effective, and quality patient care.</p> <p>One of the key requirements of the Act is to monitor the impact of nurse staffing levels on care quality. Page 2-3 of the report refers to the information reviewed as part of the triangulated methodology set out in the Act and which is used when implementing the 'duty to calculate'.</p> <p>There may be a negative impact on care quality if the outcome of the calculation cycle is not responded to operationally which could result in limiting in-patient numbers to the available staffing.</p>
<p><b>Gweithlu:</b>  <b>Workforce:</b></p>	<p>This paper relates to adjustments to the staffing levels which have been calculated as being required across the acute adult medical and surgical wards and paediatric inpatient wards. The potential impact on the workforce of the calculations referenced within this paper are detailed in Appendix 1.</p> <p>It is anticipated that the Act will enable a positive impact on staff well-being</p>

<b>Risg: Risk:</b>	<p>There are financial and workforce risks associated with the outcome of the work described in this paper. The risks relate to the ability to both finance and recruit a sufficient workforce.</p> <p>Alternatively, there is a risk of providing insufficient inpatient facilities to meet the population need if the number of in-patient beds is reduced to the levels that the current workforce/budgets can deliver: Having met the 'duty to calculate the nurse staffing level' as described within this paper, the risk now shifts to how best to respond to the revised calculations</p>
<b>Cyfreithiol: Legal:</b>	<p>The Act sets out the Board's overarching responsibilities and the Designated Person's specific responsibilities to calculate and maintain nurse staffing levels in S25B wards,</p> <p>The legal risk associated with calculating the nurse staffing levels relates not to the issues described within this paper (which relate to the duty to calculate the nurse staffing levels) but rather to the potential of non-compliance with the second duty of the NSLWA i.e. the 'duty of maintaining the nurse staffing levels'.</p> <p>The 'duty to maintain the nurse staffing level' requires the financial and the workforce risks detailed above to be addressed, and this poses a more significant challenge than the duty to calculate described in this paper</p>
<b>Enw Da: Reputational:</b>	<p>The reputation of the nursing services and the effectiveness of the collaboration within the Health Board is enhanced through the level of engagement shown between the operational and corporate teams in ensuring that the statutory requirements relating to the NSLWA are met.</p>
<b>Gyfrinachedd: Privacy:</b>	<p>Currently no impact in relation to privacy identifiable within this work.</p>
<b>Cydraddoldeb: Equality:</b>	<p>No negative EqIA impacts identified.</p>

## Annual Presentation of the Nurse Staffing Levels for Section 25B wards

<b>Health Board/Trust:</b>	Hywel Dda UHB					
<b>Date of annual presentation of Nurse Staffing Levels to Board</b>	27 <sup>th</sup> November 2025					
<b>Period being reported on:</b>	This report covers the changes that have been made to nurse staffing levels for wards covered by Section 25B (S25B) of the Nurse Staffing Levels (Wales) Act 2016 between the Autumn 2024 and Autumn 2025 cycles.					
<b>Number and identity of section 25B wards during the reporting period.</b>	Appendix 1 of this report lists the nurse staffing levels for all wards that have been included under S25B of the Act between the Autumn 2024 and Autumn 2025 cycles.					
	<b>Adult acute <u>medical</u> inpatient wards</b>		<b>Adult acute <u>surgical</u> inpatient wards</b>		<b>Paediatric inpatient wards</b>	
	<b>18</b>		<b>12</b>		<b>2</b>	
	Please note the following:					
	<ul style="list-style-type: none"> <li>• The number of adult acute medical inpatients wards included in this report has decreased by two since the annual presentation of the nurse staffing levels to the Board report was presented to the Board in November 2024. The primary function of two wards (Y Banwy, BGH and Ward 12, WGH) has changed and S25B of the Act no longer applies to these two wards.</li> <li>• The nurse staffing levels for five wards where S25A of the Act applies have been reviewed during the autumn 2025 cycle, but the outcomes of these reviews are not included in this report, and any actions because of these reviews will be followed up by the relevant Clinical Care Group.</li> </ul>					
In accordance with the requirements of the Nurse Staffing Levels (Wales) Act 2016 and its associated Statutory Guidance, the 'nurse staffing level' is the establishment of registered nurses - and other staff to whom nursing duties have been delegated by a registered nurse - required to deliver the planned roster. It is acknowledged that there is a range of additional healthcare professionals that contribute to the delivery and coordination of patient care and treatment, however, these staff are not included within the data for this report.						
<b>Table 1</b>						
	<b>Adult acute medical inpatient wards</b>		<b>Adult acute surgical inpatient wards</b>		<b>Paediatric inpatient wards</b>	
<b>Number of Wards</b>	<b>18</b>		<b>12</b>		<b>2</b>	
	<b>RN (WTE)</b>	<b>HCSW (WTE)</b>	<b>RN (WTE)</b>	<b>HCSW (WTE)</b>	<b>RN (WTE)</b>	<b>HCSW (WTE)</b>
<b>Required establishment (WTE) <u>calculated</u> Autumn 2024 calculation cycle</b>	340.88	368.84	213.82	214.18	57.68	19.83
<b>WTE of required establishment <u>funded</u> following Autumn 2024 calculation cycle</b>	340.51	357.51	211.05	213.96	57.68	19.83

<b>Required establishment (WTE) calculated during Spring 2025 calculation cycle</b>	322.99	358.65	212.99	215.13	59.1	19.83
<b>WTE of required establishment funded following Spring 2025 calculation cycle</b>	322.98	361.74	210.21	210.78	59.1	19.83
<b>Required establishment (WTE) calculated during Autumn 2025 calculation cycle</b>	322.92	360.54	211.04	215.96	59.93	19.83
<b>WTE of required establishment funded following Autumn 2025 calculation cycle (provisional)</b>	315.70	355.92	210.99	211.96	59.93	19.93
<b>WTE Supernumerary band 7 sister/charge nurse (funded but excluded from planned roster) (Autumn 2025 cycle)</b>	18		12		3 (2 Supernumerary Band 7 on 1 ward)	

The variation in WTE required establishment calculated and funded in the above table are:

- The additional WTE required following the autumn 2025 cycle, and
- The additional WTE required because of changes to the service models on four of the wards (further detail is provided on page 4 of this report).

**Using the triangulated approach to calculate the nurse staffing level on section 25B wards**

For each inpatient ward (both adult and paediatric) where S25B applies (i.e. defined by the Nurse Staffing Levels (Wales) Act (2016) as an adult acute medical/surgical inpatient ward or paediatric inpatient ward) a systematic process has been undertaken to review and recalculate the nurse staffing levels.

As with previous cycles, the Autumn 2025 process has included detailed professional discussions with the nursing management structure (Senior Sister/Charge Nurse, Senior Nurse Manager and Head/Deputy Head of Nursing) for each ward to ascertain the total number of staff required to provide sufficient resource to deploy a staffing level appropriate to the individual ward, regardless of whether there was a proposed increase, decrease, or no change to the ward roster or required establishment. The core information discussed included:

- Current ward bed numbers and speciality, including any proposed service and/or patient pathway changes.
- Current nurse staff provision, including those that are not included in the core roster (e.g. supervisory ward manager, frailty/rehabilitation support workers, ward administrators etc.).
- Patient acuity data for the previous 6 months. Since March 2023, all S25B wards within the health board are now using the SafeCare module of the rostering system to capture the acuity data (SafeCare is the nationally agreed system for capturing this data).
- Care quality indicator data for the previous 12 months – consideration has been given to the pressure ulcers, medication errors and falls incidents in all wards as well as infiltration/extravasation injuries in the paediatric wards. In addition, complaints data has been reviewed.
- Infection prevention and control data.
- Finance/workforce-related data - expenditure/utilisation of permanent/temporary staff.
- Staffing related metric data – Performance & Development Review (PADR) compliance, mandatory training compliance, and sickness.
- National care standards, where they exist.

	<ul style="list-style-type: none"> <li>• Patient flow/activity related data for the previous 12 months.</li> <li>• The extent to which the planned rosters have been met over the previous six months.</li> <li>• Rostering data including unavailability data.</li> </ul> <p>Workforce data relating to the proportion of staff working the 'long day' shift pattern is reviewed each calculation cycle as this impacts on the total establishment required against the planned roster and this, together with the 26.9% uplift required to manage absences related to annual leave, sickness and study leave, has been factored into the financial and workforce calculations required.</p> <p><b>Discussions with Designated Person:</b> A summary for each ward was presented by the Ward Manager, supported by the relevant Senior Nurse Manager and Head/Deputy Head of Nursing to the Designated Person, the Director of Nursing, Quality and Patient Experience (or nominated deputy) to ensure that the calculation made by the Designated Person was informed by the registered nurses within the ward and the nursing management structure where the nurse staffing level applies.</p> <p>The discussions with the designated person took place between 8<sup>th</sup> of October 2025 and 30<sup>th</sup> of October 2025 (the specific date of each discussion is noted in the table in Appendix 1).</p> <p>The planned rosters set out in Appendix 1 are those agreed with the Designated Person as part of the Autumn 2025 nurse staffing calculation cycle.</p>
<b>Name of Designated Person:</b>	Sharon Daniel, Director of Nursing, Quality and Patient Experience
<b>Signature:</b>	
<b>Date:</b>	

<b>Finance and workforce implications</b>	<p>The Corporate Nursing Directorate facilitate the nurse staffing levels calculation process for S25B wards, on behalf of the Designated Person, who is responsible for calculating the number of nurses appropriate to provide patient-centred care that meets all reasonable requirements in that situation. A summary of the finance and workforce implications of the Autumn 2025 calculation cycle are set out in this report.</p> <p>It is noted that there was <b>no change</b> to the planned roster and required establishment for 28 of the adult medical/surgical wards and <b>one</b> paediatric ward, following the Autumn 2025 calculation cycle. The changes to the remaining wards were:</p> <ul style="list-style-type: none"> <li>• There is one adult ward (Ward 6, PPH) where it has been agreed that the number of Registered Nurses on night duty (Mon-Fri) will reduce from the current three to two (based on changes in theatre activity, different ways of working).</li> <li>• There is one adult ward (Ceredig) where it has been agreed that the twilight shift will be changed to a night shift.</li> <li>• There is one paediatric ward (Cilgerran) where the proportion of long days worked by the registered nurses has changed requiring a change to the required establishment.</li> </ul> <p>The workforce data relating to the proportion of staff working the 'long day' shift pattern is reviewed each calculation cycle, as this impacts on the total establishment required against the planned roster and the required establishment amended accordingly. There were three wards (one surgical ward and one medical ward in WGH and one paediatric in GGH) which required an amendment to the required establishment because of the proportion of long days' work following the autumn 2025 cycle. The financing arrangements for the nurse staffing establishments must remain flexible enough to be able to respond to this ever-changing position</p>
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as the balance between 'long day' and the more traditional 'early/late' shift pattern being worked is dependent on what our substantive staff choose to work.

The Autumn 2025 calculation cycle has identified the following financial and workforce uplift requirements. The figures set out below includes the uplift required to deliver the roster as well the establishment for non-rostered staff who support the delivery of care e.g. e.g. supervisory ward manager, frailty/rehabilitation support workers, ward clerks.

**Table 2: breakdown of uplift requirements**

	Additional requirements £	RN £	HCSW & Other £	RN WTE	HCSW & Other WTE
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**1. Adult inpatient wards:**

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they required an additional RN 11.5 hours x 7 days (2.73wte Band 5) and this would be funded from within the WGH site – the change in budget has not yet been transacted and is an outstanding action from the Spring 2025 cycle.

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Autumn 2024 cycle	2.72wte HCSW (Padarn) (£103,270) - due to patient acuity (the need for an additional HCSW on night duty has been discussed as part of the last four calculation cycles and the ward is currently utilising bank HCSW to cover this) Transacted on 1 <sup>st</sup> October 2025
Spring 2025 cycle	Additional 0.32wte Band 5 (+£21,667) and 3.83wte) Band 2 (+£151,823) due to changes to the proportion of registered nurses and Health Care Support Workers working the long day shift pattern. Transacted 1 <sup>st</sup> October 2025

2. **Service Change:** Table 2 sets out the additional requirements across four wards linked to service change. The additional workforce and financial requirements for the wards are being followed up by the relevant Clinical Care Group:

Community and Integrated Medicine CCG (Carmarthenshire System)

- Padarn Ward, GGH - 1wte Band 4 (£44,785) required to support the respiratory procedure room activity.
- Cleddau Ward, GGH - 7.22wte RN and 4.62wte HCSW/other (£550, 639) required to enable to the ward to operate as a 21 bedded surgical ward which includes the surgical assessment unit and surgical SDEC (the ward is funded to 17 beds with a surgical assessment unit).

Community and Integrated Medicine CCG (Ceredigion System)

- Enhanced Care Unit (PACU) Rhiannon Ward, BGH - since the spring 2024 cycle, operational drivers funding has been added to the funded establishment for the Enhanced Care Unit, Rhiannon Ward to substantiate 4.72wte RN and 3wte HCSW. An additional £72,802 is required to fund the remaining 0.05wte RN and the 1.77wte HCSW.

Planned and Specialist Care CCG

- Picton ward, GGH - 2.72wte HCSW (£106,850) required due to changes to the emergency gynaecology pathway put into place during the covid pandemic, but which now needs to be made permanent.

3. **Paediatric inpatient wards** - The funding of the additional requirements for the paediatric wards **£426,537** is currently being met from within the Planned and Specialist Care Clinical Care Group, although it is noted that the funding of the

	<p>additional requirements for the paediatric wards may, at some point in the future, need to be included with the adult inpatient wards as per the principles agreed.</p> <p><b>Impact of the Band 2 and Band 3 profiles:</b>  The Autumn 2025 nurse staffing calculation cycle has included discussions around the Health Care Support Worker (Band 2) and Nursing Support Worker (Band 3) job profiles and each ward's requirements going forward. The principles agreed with the Heads of Nursing and proposed to the Designated Person (or nominated deputy) during this cycle is that all acute adult medical and surgical wards and the paediatric inpatient wards will require an all Band 3 workforce (if there are any exceptions to this, the rationale for this would need to be clearly articulated and agreed with the Designated Person).</p>
<p><b>Conclusion &amp; recommendations</b></p>	<p>The Board is requested to take assurance that:</p> <ul style="list-style-type: none"> <li>• Hywel Dda University Health Board (HDdUHB) is meeting its statutory 'duty to calculate' responsibility in respect of the nurse staffing level in all wards that fall under the inclusion criteria of Section 25B of the Nurse Staffing Levels (Wales) Act 2016.</li> <li>• By presenting this report to Board, HDdUHB is meeting its statutory duty to provide an annual presentation to the Board of the detail of the nurse staffing levels.</li> <li>• By presenting this report to Board, HDdUHB is meeting its statutory duty under paragraph 21 of the statutory guidance to inform patients of the nurse staffing levels. For each individual ward to which S25B to S25E of the Act pertain.</li> </ul>
<p><b>Date summary presented to Business Executive Team Meeting</b></p>	
<p><b>Date of annual presentation to the Board</b></p>	

The number of staff per shift needs to be entered. The information should reflect the information on the informing patient template.

In accordance with the requirements of the Nurse Staffing Levels (Wales) Act 2016 and its associated Statutory Guidance, the 'nurse staffing level' is the establishment of registered nurses - and other staff to whom nursing duties have been delegated by a registered nurse - required to deliver the planned roster. It is acknowledged that there is a range of additional healthcare professionals that contribute to the delivery and coordination of patient care and treatment. However, these staff are not included within the data for this report. Further information is provided within the annual assurance report (INSERT HYPERLINK) on the additional multi-professional staff that contribute to the coordination and delivery of patient care.

**Paediatric inpatient wards**

The wards highlighted in yellow have seen a change to either their planned roster and/or required establishment during this calculation cycle (autumn 2023 cycle)

Name of Ward	Planned roster as stated within the annual presentation to the Board report (in November 2024)				Required Establishment as stated within the annual presentation to the Board report (in November 2024 including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Planned roster as stated within the annual presentation to the Board report - Spring 2025				Required Establishment as stated within the annual presentation to the Board report (Spring 2025) including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Planned roster as stated within the annual presentation to the Board report - Autumn 2025				Required Establishment as stated within the annual presentation to the Board report (autumn 2025) including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Date designated person calculated the nurse staffing level	Biannual calculation cycle reviews, and reasons for any changes made			Any reviews outside of the biannual calculation cycle, and reasons for any changes made			
	Shift	RN (band 5 &6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 &6)	TOTAL WTE HCSW (bands 2,3 &4)	Shift	RN (band 5 &6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 &6)	TOTAL WTE HCSW (bands 2,3 &4)	Shift	RN (band 5 &6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 &6)	TOTAL WTE HCSW (bands 2,3 &4)	Completed	changed	rationale		Completed (Yes/No)	Date	Changed	Rationale			
<b>WOMEN AND CHILDREN – PAEDIATRIC WARDS</b>																													
Cigernod/ HDUIPACU GGH	E				46.31 (including 16.34 Band 6)	15.57	2	E				46.31 (including 16.34 Band 6)	15.57	2	E	1			47.14	15.57	2	10.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	Yes	RN LD reduced				
	L							L	1						L	1													
	LD	9M-W10T&F 8S&S	1	2				LD	8 M-W 9 T&F 7 S+S	1	2				LD	8 M-W 9 T&F 7 S+S	1	2											
	TW			1				TW			1				TW			1											
	N	8	1	2 (1S&S)				N	8	1	2 (1S&S)				N	8	1	2 (1S&S)											
Anghared Ward, BGH	E				11.37 (including 5.69 WTE Band 6)	4.26	1	E	2			12.79 (including 5.69 WTE Band 6)	4.26	1	E	2			12.79 (including 5.69 WTE Band 6)	4.26	1	10.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No					
	L							L	2						L	2													
	LD	2		1				LD			1				LD			1											
	TW							TW							TW														
	N	2		1				N	2		1				N	2		1											

Total 57.68 19.83 3

Total 59.1 19.83 3

total 59.93 19.83 3

The number of staff per shift needs to be entered. The information should reflect the information on the informing patient template.

In accordance with the requirements of the Nurse Staffing Levels (Wales) Act 2016 and its associated Statutory Guidance, the 'nurse staffing level' is the establishment of registered nurses - and other staff to whom nursing duties have been delegated by a registered nurse - required to deliver the planned roster. It is acknowledged that there is a range of additional healthcare professionals that contribute to the delivery and coordination of patient care and treatment. However, these staff are Not included within the data for this report. Further information is provided within the annual assurance report [INSERT HYPERLINK] on the additional multi-professional staff that contribute to the coordination and delivery of patient care.

**Adult, inpatient Medical wards**

The wards highlighted in yellow have seen a change to either their planned roster and/or required establishment during this calculation cycle (autumn 2024 cycle)

The wards highlighted in grey have seen a temporary change to their planned roster and/or required establishment due to the RACC work in WGH

Name of Ward	Planned roster as stated within the annual presentation to the Board report (in November 2024)				Required Establishment as stated within the annual presentation to the Board report (in November 2024) including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Planned roster as stated within the annual presentation to the Board report - Spring 2025				Required Establishment as stated within the annual presentation to the Board report (Spring 2025) including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Planned roster as stated within the annual presentation to the Board report - Autumn 2025				Required Establishment as stated within the annual presentation to the Board report (autumn 2025) including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Date Designated Person calculated the nurse staffing level	Biannual calculation cycle reviews, and reasons for any changes made			Any reviews outside of the biannual calculation cycle, and reasons for any changes made									
	Shift	RN (band 5 & 6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 & 6)	TOTAL WTE HCSW (bands 2,3 & 4)		Shift	RN (band 5 & 6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 & 6)	TOTAL WTE HCSW (bands 2,3 & 4)		Shift	RN (band 5 & 6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 & 6)	TOTAL WTE HCSW (bands 2,3 & 4)				Completed	changed	rationale	Completed (Yes/No)	Date	Changed	Rationale					
																															Completed	changed	rationale	Completed (Yes/No)	Date
Dyfi BGH Medical	E	2		2	31.51	20.61	2	E	1		1	14.45	17.06	1	E	1		1	14.45	17.06	1	8.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No											
	L	2		2				L	1		1				L	1		1												L	1		1		
	LD	4		2				LD	2		2				LD	2		2												LD	2		2		
	TW							TW							TW															TW					
	N	5		3				N	2		3				N	2		3												N	2		3		
Mourig BGH Medical	E	1		1	14.45	11.61	1	E	1		1	14.45	11.61	1	E	1		1	14.45	11.61	1	8.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No											
	L	1		1				L	1		1				L	1		1												L	1		1		
	LD	2		1				LD	2		1				LD	2		1												LD	2		1		
	TW							TW							TW															TW					
	N	2		2				N	2		2				N	2		2												N	2		2		
Ystwyth BGH Medical	E	1		2	19.9	19.54	1	E	1		2	19.9	19.54	1	E	1		2	19.9	19.54	1	8.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No											
	L	1		2				L	1		2				L	1		2												L	1		2		
	LD	3		1				LD	3		1				LD	3		1												LD	3		1		
	TW			1				TW			1				TW			1												TW			1		
	N	3		3				N	3		3				N	3		3												N	3		3		
Cadog GGH Medical	E	1		2	11.73	23.45	1	E	1		2	11.73	23.45	1	E	1		2	11.73	23.45	1	14.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	In additional to the roster ward has 3 WTE Frailty worker										
	L	1		2				L	1		2				L	1		2													L	1		2	
	LD	1		2				LD	1		2				LD	1		2													LD	1		2	
	TW							TW							TW																TW				
	N	2		3				N	2		3				N	2		3													N	2		3	
Dewi GGH Medical	E	1		2	14.45	20.73	1	E	1		1	14.45	19.3	1	E	1		1	14.45	19.3	1	14.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	In additional to the roster ward has 3 WTE Frailty worker										
	L	1		2				L	1		1				L	1		1													L	1		1	
	LD	2		2				LD	2		3				LD	2		3													LD	2		3	
	TW							TW							TW																TW				
	N	2		3				N	2		3				N	2		3													N	2		3	
Gwenllian GGH Medical	E	1		1	17.17	22.62	1	E	1		1	17.17	22.62	1	E	1		1	17.17	22.62	1	14.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	In addition to the roster, ward has 3 WTE Rehab Support Worker										
	L	1		1				L	1		1				L	1		1														L	1		1
	LD	2		3				LD	2		3				LD	2		3														LD	2		3
	TW							TW							TW																	TW			
	N	3		3				N	3		3				N	3		3														N	3		3
Padarn GGH Medical	E	1		1	14.45	17.17	1	E	1		1	14.45	14.45	1	E	1		1	14.45	17.17	1	27/10/2025	Yes	Yes	Autumn - additional HCSW on nights - approved after the spring cycle In addition to the roster there is 1 WTE Band 4 AP to support the treatment room										
	L	1		1				L	1		1				L	1		1													L	1		1	
	LD	2		2				LD	2		2				LD	2		2													LD	2		2	
	TW							TW							TW																TW				
	N	2		3				N	2		2				N	2		3													N	2		3	
Steffan GGH Medical	E	1		2	14.45	19.95	1	E	1		2	14.45	19.95	1	E	1		2	14.45	19.95	1	27/10/2025	Yes	No											
	L	1		2				L	1		2				L	1		2													L	1		2	
	LD	2		2 (1 S&S)				LD	2		2 (1 S&S)				LD	2		2 (1 S&S)													LD	2		2 (1 S&S)	
	TW							TW							TW																TW				
	N	3		3				N	3		3				N	3		3													N	3		3	



The number of staff per shift needs to be entered. The information should reflect the information on the informing patient template.

In accordance with the requirements of the Nurse Staffing Levels (Wales) Act 2016 and its associated Statutory Guidance, the 'nurse staffing level' is the establishment of registered nurses - and other staff to whom nursing duties have been delegated by a registered nurse - required to deliver the planned roster. It is acknowledged that there is a range of additional healthcare professionals that contribute to the delivery and coordination of patient care and treatment. However, these staff are not included within the data for this report. Further information is provided within the annual assurance report [INSERT HYPERLINK] on the additional multi-professional staff that contribute to the coordination and delivery of patient care.

**Adult inpatient surgical wards**

The wards highlighted in yellow have seen a change to either their planned roster and/or required establishment during this calculation cycle (Autumn 2024 cycle)

Name of Ward	Planned roster as stated within the annual presentation to the Board report (In November 2024)				Required Establishment as stated within the annual presentation to the Board report (In November 2024) including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Planned roster as stated within the annual presentation to the Board report - Spring 2025				Required Establishment as stated within the annual presentation to the Board report (Spring 2025) including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Planned roster as stated within the annual presentation to the Board report - Autumn 2025				Required Establishment as stated within the annual presentation to the Board report (autumn 2025) including uplift 26.9%		TOTAL WTE Band 7 supernumerary ward sister/Charge nurse	Date Designated Person calculated the nurse staffing level	Biannual calculation cycle reviews, and reasons for any changes made			Any reviews outside of the biannual calculation cycle, and reasons for any changes made																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	Shift	RN (band 5 &6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 &6)	TOTAL WTE HCSW (bands 2,3 &4)	Shift	RN (band 5 &6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 &6)	TOTAL WTE HCSW (bands 2,3 &4)	Shift	RN (band 5 &6)	HCSW Band 4	HCSW Band 2	TOTAL WTE RN (bands 5 &6)	TOTAL WTE HCSW (bands 2,3 &4)	Completed	Changed	rationale		Completed (Yes/No)	Date	Changed	Rationale																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Ceredig BGH Surgery	E	1		1	21.67	21.67	1	E	1		1	21.67	21.67	1	E	1		1	21.67	22.5	1	9.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	Yes	twilight change to night																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	L	2		1				LD	3		3				TW		1													N	3		3	Rhiannon BGH Surgery	E	1		1	11.61	11.61	1	E	1		1	11.61	11.61	1	E	1		1	11.61	11.61	1	9.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No					L	1		1	LD	1		1	TW				N	2		2	Teifi GGH Surgery	E	2		2	23.45	34.35	1	E	2		2	22.62	34.35	1	E	1		2	22.62	34.35	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	In addition to the roster, ward has 3 WTE Rehab Support Worker					L	2		2	LD	2	1	4	TW				N	4		5	Cleddau GGH Surgery	E	1	1	1	12.67	18	1	E	1	1	1	12.67	18	1	E	1	1	1	12.67	18	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	Ward operates 4 surged beds					L		1	1	LD	2		2	TW				N	2		2	Derwen GGH Surgery	E	1		1	17.17	19.9	1	E	1		1	17.17	19.9	1	E	1		1	17.17	19.9	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	In addition to the roster, ward has 3 WTE Rehab Support Worker					L	1		1	LD	2	1	2	TW				N	3		3	Merlin GGH Surgery	E	1		1	19.9	11.73	1	E	1		1	19.9	11.73	1	E	1		1	19.9	11.73	1	27/10/2025	yes	No					L	1		1	LD	3		1	TW				N	3		2	Preseli GGH Surgery	E	1		1	11.73	11.73	1	E	1		1	11.73	11.73	1	E	1		1	11.73	11.73	1	27/10/2025	Yes	No					L	1		1	LD	1		1	TW				N	2		2		E	1		1+(1x9-5 Thu)				E	1		1+(1x9-5 Thu)				E	1		1+(1x9-5 Thu)				10.10.25 (Assistant						SERVICE CHANGE - additional	L	1		1	L	1		1																																																																																																																																																																																																										
	LD	3		3				TW		1					N	3		3												Rhiannon BGH Surgery	E	1			1	11.61	11.61	1				E	1		1				11.61	11.61	1	E											1		1	11.61	11.61	1	9.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No					L	1			1	LD	1					1	TW							N	2													2	Teifi GGH Surgery	E	2		2	23.45	34.35	1	E	2		2	22.62	34.35	1		E	1		2				22.62	34.35	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)				Yes	No	In addition to the roster, ward has 3 WTE Rehab Support Worker																L	2		2	LD	2	1	4	TW				N		4		5	Cleddau GGH Surgery				E	1	1	1				12.67	18	1	E												1	1	1	12.67	18	1	E	1	1	1	12.67	18	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No		Ward operates 4 surged beds								L		1				1	LD	2												2	TW				N	2		2	Derwen GGH Surgery	E	1		1	17.17	19.9		1	E	1					1	17.17	19.9	1				E	1		1											17.17	19.9	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	In addition to the roster, ward has 3 WTE Rehab Support Worker					L	1		1	LD		2	1	2	TW							N				3		3	Merlin GGH Surgery											E	1		1	19.9	11.73	1	E	1		1	19.9	11.73	1	E	1		1	19.9	11.73	1	27/10/2025	yes	No					L	1		1	LD	3		1	TW				N	3		2	Preseli GGH Surgery	E	1		1	11.73	11.73	1	E	1		1	11.73	11.73	1	E	1		1	11.73	11.73	1	27/10/2025	Yes	No					L	1		1	LD	1		1	TW				N	2		2		E	1		1+(1x9-5 Thu)				E	1		1+(1x9-5 Thu)				E	1		1+(1x9-5 Thu)				10.10.25 (Assistant						SERVICE CHANGE - additional	L	1		1	L	1		1																																																																																				
	TW		1					N	3		3				Rhiannon BGH Surgery	E	1														1	11.61	11.61		1							E	1		1							11.61											11.61	1	E											1		1		11.61	11.61	1	9.10.25 (Assistant Director of Nursing on behalf of the Designated Person)				Yes	No								L	1														1	LD	1					1	TW								N	2																														2	Teifi GGH Surgery	E	2		2	23.45	34.35	1	E	2		2		22.62	34.35	1					E	1		2							22.62												34.35	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)				Yes	No	In addition to the roster, ward has 3 WTE Rehab Support Worker																							L	2		2											LD	2	1	4	TW				N		4		5	Cleddau GGH Surgery					E	1	1				1							12.67	18	1	E																						1	1	1	12.67	18	1	E	1	1	1	12.67	18	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	Ward operates 4 surged beds					L			1	1	LD	2		2	TW				N	2		2				Derwen GGH Surgery	E	1					1	17.17	19.9	1											E	1		1	17.17	19.9	1	E	1		1	17.17	19.9	1	28.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes		No	In addition to the roster, ward has 3 WTE Rehab Support Worker								L	1					1	LD	2											1	2	TW				N	3		3	Merlin GGH Surgery	E	1		1	19.9		11.73	1	E	1					1	19.9	11.73				1	E	1												1	19.9	11.73	1	27/10/2025	yes	No					L	1		1	LD	3		1	TW				N	3		2	Preseli GGH Surgery	E	1		1	11.73	11.73	1	E	1		1	11.73	11.73	1	E	1		1	11.73	11.73	1	27/10/2025	Yes	No					L	1		1	LD	1		1	TW				N	2		2		E	1		1+(1x9-5 Thu)				E	1		1+(1x9-5 Thu)				E	1		1+(1x9-5 Thu)	
	N	3		3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
Rhiannon BGH Surgery	E	1		1	11.61	11.61	1	E	1		1	11.61	11.61	1		E	1		1	11.61	11.61	1	9.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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	LD	3		1				TW								N	3		2											Preseli GGH Surgery				E	1		1		11.73	11.73	1				E	1		1		11.73	11.73	1					E									1		1			11.73	11.73	1	27/10/2025	Yes	No						L	1		1											LD	1		1	TW				N		2		2			E			1		1+(1x9-5 Thu)						E			1		1+(1x9-5 Thu)																	E	1		1+(1x9-5 Thu)				10.10.25 (Assistant								SERVICE CHANGE - additional		L	1		1											L	1		1																																																																																																																																																																																																																																																																																																																																																																															
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Preseli GGH Surgery	E	1		1	11.73	11.73	1	E	1		1	11.73	11.73	1		E	1		1	11.73	11.73	1	27/10/2025	Yes	No																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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	TW							N	2		2					E	1		1+(1x9-5 Thu)															E	1		1+(1x9-5 Thu)							E	1		1+(1x9-5 Thu)							10.10.25 (Assistant						SERVICE CHANGE - additional	L	1		1	L	1		1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
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Picton GGH Surgery	LD	1		1	11.98	8.25	1	LD	1		1	11.98	9.2	1	LD	1		1	11.98	9.2	1	Director of nursing on behalf of the Designated Person	Yes	Yes	HCSW changed from twilight to night				
	TW	1x 9-5 Thu		1				TW	1x 9-5 Thu						TW	1x 9-5 Thu													
	N	2						N	2		1				N	2		1											
Ward 6 PPH Surgery	E	1	1 M-F	2	15.62	14.99	1	E	1	1 M-F	2	15.62	14.99	1	E	1	1 M-F	2	13.67	14.99	1	23.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	Yes	reduction of RN on nights Monday-Friday				
	L	1		2				L	1		2				L	1		2											
	LD	2		1 M-F				LD	2(1s+s)		1 M-F				LD	2(1s+s)		1 M-F											
	TW							TW							TW														
	N	3 N-F 2S-S		2 M-F 1 S-S				N	3 N-F 2S-S		2 M-F 1 S-S				N	2		2 M-F 1 S-S											
Ward 7 PPH Surgery	E	1	1 M-F	1	14.45 ECU 10.9	15.72	1	E	1	1 M-F	1	14.45 ECU 10.9	15.72	1	E	1	1 M-F	1	14.45 ECU 10.9	15.72	1	23.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No					
	L	1		1				L	1		1				L	1		1											
	LD	2		2				LD	2		2				LD	2		2											
	TW							TW							TW														
	N	2		2				N	2		2				N	2		2											
Ward 1 WGH Surgery	E	1		1	17.17	19.9	1	E	1		1	17.17	19.9	1	E	1		1	17.17	19.9	1	30.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	In addition to the roster, ward has 3 WTE Rehab Support Worker				
	L	1		1				L	1		1				L	1		1											
	LD	2		3				LD	2		3				LD	2		3											
	TW							TW							TW														
	N	3		3				N	3		3				N	3		3											
Ward 4 WGH Surgery	E	2		3	20.73	21.56	1	E	1		3	20.73	21.56	1	E	1		3	20.73	21.56	1	30.10.25 (Assistant Director of Nursing on behalf of the Designated Person)	Yes	No	proportion of LD HCSW				
	L	2		3				L	1		3				L	1		3											
	LD	2		1				LD	2		1				LD	2		1											
	TW							TW							TW														
	N	3		3				N	3		3				N	3		3											

Total	213.82	214.18	12
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Total	212.99	215.13	12
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Total	211.04	215.96	12
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