



Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

National Assembly for Wales / Cynulliad Cenedlaethol Cymru
[Health and Social Care Committee / Y Pwyllgor Iechyd a Gofal Cymdeithasol](#)
[Safe Nurse Staffing Levels \(Wales\) Bill / Bil Lefelau Diogel Staff Nyrsio \(Cymru\)](#)
Evidence from Betsi Cadwaladr University Health Board - SNSL AI 04 / Tystiolaeth gan Bwrdd Iechyd Prifysgol Betsi Cadwaladr - SNSL AI 04

Mr David Rees AM
Chair, Health and Social Care Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

Ein cyf / Our ref: TP/AMR/3392/244

☎: [REDACTED]

Gofynnwch am / Ask for: Linda Hughes

E-bost / Email: [REDACTED]

Dyddiad / Date: 17 February 2015

Dear Mr Rees

Chief Nursing Officer (CNO) Nurse Staffing Principles

I write further to your letter dated 22 January 2015 regarding application of the CNO staffing principles for acute medical and surgical wards across Wales. Please find below information as requested:

Health Board	Number of patients per registered nurse		Ratio of registered nurses to nursing support workers
	Day	Night	
Betsi Cadwaladr University Health Board	1:7 (average)	1:11 to 1:15	Majority of wards meet 60:40 or higher. Two wards are slightly below at 52:48 & 54:46 due to requirement for a higher proportion of nursing support workers to meet patient needs

The Health Board continues to work towards full compliance with all aspects of the CNO principles. Overall compliance with meeting the full principles remains a challenge due to vacancies as a result of natural turnover; however a number of strategies are in place to actively recruit to vacant positions which include continued recruitment of local graduate nurses and registered nurses from overseas.

Yours sincerely

Trevor Purt
Chief Executive

cc: Angela Hopkins, Executive Director of Nursing & Midwifery
Martin Jones, Executive Director of Workforce and OD