



In the **July 2016** edition you will find:

- RCN regional director, Estephanie Dunn, comments on nursing pay, the occupation shortage list and Congress 2016.
- Read about chief nurse at Tameside NHS Foundation Trust, Pauline Jones
- The EU referendum
- Pride event, the RCN Centenary walk
- Professional news and guidance – and much much more



## Message from Estephanie Dunn

In her regular column, Regional Director for the North West, Estephanie Dunn talks about the issues of the day facing nurses and nursing.



@Estephanie\_RC�

## #NursingCounts

Another year of pay restraint means more and more nurses and health care assistants are being forced to consider their future in the profession they love. The RCN is calling on the Government to give nursing staff a fair deal including; an end to years of pay restraint, no attack on unsocial hours payments, staffing levels that protect patient safety, time dedicated to learning and development, and a national workforce strategy.

There has been a **14%** real terms fall in nursing pay since 2010 and a **1.4%** [increase in National Insurance contributions](#). Get involved with the RCN and tell the Government that it's time to give nursing staff a fair deal. More information click [here](#).

## **Shortage Occupation List**

It has been recommended that nursing continues on the Shortage Occupation List by the Migration Advisory Committee. This will assist overseas recruitment, enabling hard pressed NHS and social care providers to obtain visas for international nurses, to alleviate significant staffing shortages.

This is a positive and forward-thinking recommendation that will benefit patients, staff and the health service. It also lays bare the short term decisions and failure to plan for the long term which have led to this position.

The Committee has echoed our view that this situation must be avoided in the future through better workforce planning, while recognising that these nurses are needed for the coming months and years.

From hospital wards to care homes, overseas nursing staff make up an invaluable part of our health and social care workforce. This recommendation acknowledges their vital contribution and the need to address staffing levels now. It's something RCN members care strongly about and have been campaigning on for some time.

It's essential that the UK is able to train and retain enough of its own nurses, which means ensuring that there are enough training places, and that nursing receives the pay, recognition and respect that it deserves to attract people to the profession.

## **RCN Congress 2016**

Last month, RCN's annual Congress in Glasgow brought together some 4,000 members to debate the really big issues of the day, as well as celebrate and share our passion for everything nursing.

This year was extra special because it was held during our centenary year. So members took the opportunity to which look back over our proud 100-year history as well as discuss the challenges ahead.

Congress is the place where our members really influence the RCN's agenda and work for the coming year. This year we debated some important topics including pay, safe staffing, student nurse funding and the EU referendum. We were also joined by inspiring speakers, including Nicola Sturgeon, First Minister of Scotland; Rebecca Patton, Former President of the American Nurses Association, and Tommy Whitelaw, a committed dementia campaigner.

But Congress isn't just about serious discussion. There was plenty of time for everyone to have fun at the evening social gatherings.

Congress is a very special event – a time for RCN members to meet old and new friends and become more involved in the work of the RCN. I hope many more people from across the North West will join us next year in Liverpool to help shape the work of the College for the year ahead.

You can see some of our photos from Congress 2016 on our new [Facebook page](#), whilst you can also read about Congress in more detail [here](#).

### Sad news

Finally, I would like to give my condolences to the family, friends and colleagues of Alan Beresford, who sadly passed away on April 20 after a long illness with Alzheimer's disease. Alan worked for the RCN from 1966-1987, firstly joining as an area officer for the North West in Preston in 1966, after working as a mental health nurse. In 1979 he moved to the Bath office to cover the south west area as an area officer and he retired in 1987.

## Could you join the RCN North West Board and help shape future activities?



*RCN North West Board Chair, Dave Dawes writes....*

There are six seats on the RCN North West Regional Board currently vacant. Will you consider getting involved and standing?

By putting yourself forward you will be at the forefront of RCN activities across the North West and be part of the Board's governance responsibilities to strengthen the RCN as a trade union, professional organisation and business. In return, you'll get the opportunity to develop new skills, and extend your knowledge and experience that will benefit your personal development, your career and your employer. These are important roles, sometimes challenging, but ultimately rewarding. You can take the next step by putting yourself forward today.

Find out more about this [important role and the eligibility requirements](#). If you would like to put yourself forward for one of these key positions, then please complete a [nomination form](#) and return to [elections@rcn.org.uk](mailto:elections@rcn.org.uk) by **4.30pm on Wednesday 31 August, 2016**.

For more information please contact the RCN North West Regional office, email [Jill.lloyd@rcn.org.uk](mailto:Jill.lloyd@rcn.org.uk) or telephone 01204 552464.



### RCN North West on Face book

To get the most from your RCN membership you need to stay in touch – and these days there are so many ways to do that! To make things easier, the RCN North West region now has its own [Facebook page](#).

Keep up with our news and even share your own and ['Like' us on Facebook](#).

## The EU Referendum



The result of the referendum on Britain's future in Europe could have profound effects for everyone working in nursing and all of our patients here in the North West. The referendum has brought uncertainty for nursing colleagues who originally moved here from other parts of the EU and may have wider implications for other international nurse recruits.

At the moment any changes which will result from our new relationship with Europe remain unclear.

However, one thing is certain: the RCN values all our members, whether you are originally from the UK, Europe or further afield. The NHS, across England and the North West, has heavily relied on the contribution of health care professionals from around the world. None of that will change with recent events.

The RCN will do everything we can to support European members through this time and we will continue to speak up for the magnificent contribution you make for this country's patients.

It is not yet clear what the vote to leave the EU will mean in practice. The NHS was used in argument by both sides throughout the campaign. However, the RCN remains committed to ensuring that the nursing voice will continue to be heard on a wide range of national and international nursing issues and continue to work closely with our sister nursing organisations across Europe as we have done for many years

The context for all NHS nursing staff will be driven by the Chief Nurse for England's new nursing strategy, "Leading Change Adding Value", which was launched here at the RCN in May. We all have a responsibility to make sure a commitment to diversity is reflected in the way the new strategy is delivered. Nursing staff must continue to take positive action to address inequalities, bullying, racism and discrimination wherever they occur.

The most worrying upshot of the referendum has been an increase in reports of hate crime. This is completely unacceptable. If you or a colleague are a victim of abuse, whether it is from patients, the public, or someone you work with, then the RCN will stand with you.

**If you need advice, support or guidance then in the first instance please contact RCN Direct on 0345 7726100 where our trained advisers can help. Our advice line is available from 8.30am to 8.30pm seven days a week, 365 days a year.**



## Revalidation is LIVE

[Revalidation](#) for all nurses and midwives has now come into full effect in the UK. With the introduction of revalidation, everyone on the NMC register will have to demonstrate on a regular basis that they are able to deliver care in a safe, effective and professional way.

The new system is aimed at both improving patient safety and the quality of care that nurses and midwives provide to patients, fulfilling a key recommendation from the Francis report into the failings at Mid Staffordshire NHS Foundation Trust.

To remain practising, nurses and midwives will have to show they are staying up to date in their professional practice and living the values of their professional [Code](#) by seeking feedback from patients and colleagues, as well as engaging in a regular process of reflection, learning and improvement.

All 692,000 nurses and midwives on the NMC's register will go through the new process as their registration becomes due for renewal over the course of the next three years.

## Consultation on student funding underway

This week the RCN submitted its formal response to the Government's consultation on how changes to student funding for nurse, midwife and allied health professional degree places can be implemented.

Under the existing system two-thirds of people who apply to become a nurse aren't accepted for training. The proposals will create up to 10,000 more training places by 2020, allowing universities to accept more applicants with the right qualifications than they currently do. The plans will also offer student nurses, midwives and allied health professional's typically around 25% more financial support while they study.

The RCN has expressed real concern that there is "huge uncertainty and profound doubt about how these proposals would maintain the supply of nurses we have now, let alone deliver the increases we need in the future".

[Read the RCN media statement and response to the consultation here.](#)

### Help needed for important study into domestic violence



**Domestic violence (DV)** is a major public health and social problem that affects people in every community, culture and country. Nurses and midwives working in any health care setting need to be able to distinguish between injuries resulting from DV or other causes. They need to be able to provide person centred, sensitive and empathetic care to such patients. Dr Parveen Ali, lecturer at the University of Sheffield (pictured) and her colleagues are conducting a study to determine registered nurses' and midwives' level of knowledge, attitude and skills related to DV and its management.

This information will be very useful in determining further training and preparation needs of nurses and midwives. The study is approved by the Ethics Review Committee of School of Nursing and Midwifery, University of Sheffield and should take 10-15 minutes.

Please get involved and help shape future DV nursing provision. To participate, [Please Click Here](#)



## Spotlight on ...

**Pauline Jones.**  
**Chief Nurse, Tameside  
Hospital NHS Foundation  
Trust**

*Pauline has been a member of the Royal College of Nursing since qualifying in 1984 and joined the team at Tameside as Chief Nurse in February of this year. Previously she has been Director of Nursing at Wrightington, Wigan & Leigh NHS Foundation Trust (WWL) where she actually trained to become a Registered General Nurse (RGN) more than 35 years ago.*

*Here she gives us an insight into her career in nursing.*

“When I trained as a nurse, I was really following in my Mum’s footsteps as she had been in the caring profession most of her adult life. Mum and Dad went on to open their own residential home for people with learning disabilities and this was always a great motivation for me.

“I worked with them quite often in the home and they truly gave their time (often freely) and energy in providing good quality care and a lovely home for our residents. It was a real family business with all my siblings and my auntie working there at some point.

“When I first qualified as a RGN, I was drawn to acute medicine but later found a love for nursing older people. I was promoted quite quickly to Ward Sister and I have always enjoyed leadership and managerial roles. I have worked in many senior roles across Greater Manchester and Merseyside.

“When I was a Ward Manager at Whiston Hospital in Merseyside in the early 1990s, I undertook my Bachelor of Arts degree in Health Studies with a Specialist Practitioner component in nursing older people. In this role, I remember being incredibly proud to receive an ‘Unsung Hero’ award from the local community for my work with older people.

“My approach to nursing has always been very practical, open and honest. And today, my passion remains with older people, so I am delighted we have an Admiral Nurse (specialist in dementia care) at Tameside. I hope to develop this model across the localities as we become an Integrated Care Organisation at Tameside. The opportunities to develop our nursing, therapy and social care workforce are great. Tameside is planning to introduce



different roles to provide the best, most appropriate care to people either in their own home, community or, if necessary, in our hospital setting. The vision for a person-centred health and well-being model, rather than following a traditional 'ill-health' model is truly at the heart of an integrated care organisation.

"As Chief Nurse I hold responsibility across all spheres of nursing and we have some really excellent, committed, professional nurses at Tameside. I believe the biggest motivator for my teams is to be honest and open and always treat colleagues how you wish to be treated yourself. By investing in professional development and ensuring everyone shares the vision, I know from experience that staff will give of their best.

"The biggest lesson I have learned over the last 35 years, is that the patient is the most important, precious person in your work. I have sat in many difficult meetings when patients have died and mistakes have been made. No-one can turn the clock back but individuals and organisations need to learn lessons from mistakes and commit themselves to improving all the time.

"While at WWL, our patient safety agenda culminated in a fabulous year in 2014 when we won three Health Service Journal (HSJ) awards with the ultimate Hospital of the Year Award. This was a truly exciting and rewarding time in my career.

"And I think the most challenging aspects of being a nurse today is ensuring we get the staffing right so that we can provide safe care. Nurse recruitment and retention is a national challenge. We did some great work at WWL and I am confident we can continue to provide a great place to nurse at Tameside Hospital and in the community.

"The thing I like the least as a nurse is when we have frail, elderly people being admitted into hospital because we haven't got other more appropriate options. We have increasing numbers of frail elderly and incidence of people living with dementia.

"We have to change the traditional way of delivering care and that's a further reason why I am so excited about ICOs and ensuring people get the right care in the right place. Hospital is not a place of safety. The time spent in hospital, if it is indeed absolutely necessary, should be at the absolute minimum. A frail, elderly person in an acute hospital setting is not a good scenario. They are at very real risk of hospital acquired harms.

"I come to work every day because I genuinely want to make a difference. As Chief Nurse, I am in a very privileged position to influence many areas of healthcare and I don't ever want to undermine that privilege. My team also influences my motivation to come in to work. I had an amazing team at WWL and I am slowly getting to know my new team at Tameside.

"If I was starting out again as a nurse, I don't think I would do anything differently as I have had a wonderful career and met some amazing people. I truly feel privileged to be in this profession."

## Equality and diversity

### Pride 2016



Pride events will be held up and down the country during the summer to celebrate diversity in the LGBT (Lesbian, Gay, Bisexual and Transgender) community with events and parades taking place in cities and towns across the North West.

RCN members, along with their NHS staff colleagues will be getting involved and taking part. If you'd like to help celebrate, then why not come along to an event near you:-

- **Liverpool: 30-31 July.** Two-day festival in St George's Hall and St John's Gardens, Liverpool. More information: <http://liverpoolpride.co.uk/>
- **Wigan: 13 August.** This is Wigan's very first pride event, which will be held in the Market Place, Wigan Town Centre. More information: This is the first Wigan Pride, which will be held in the Market Place, Wigan town centre. More information: <http://www.byoupluswigan.com/#!wiganpride/g7scu>
- **Warrington: 13 August.** Pride street Fest, Barbauld Street, Warrington. More information: <https://www.facebook.com/warringtonpride2016>
- **Manchester: 26-29 August.** The big weekend with a parade on Saturday 27<sup>th</sup> and candlelit vigil on Sunday 29<sup>th</sup> August. More information: <http://www.manchesterpride.com/our-events>
- **Bolton: 23-25 September.** Bolton Pride is back with the town's second LGBT festival. More information: <https://www.facebook.com/boltonpride>

More information on Pride events across the region and the rest of the country can be found here: <http://pinkuk.com/events/gay-pride-2016>

### Join our LGBT National Network

This Network acts as an influencing and lobbying agent to prompt lesbian, gay, bisexual and transgender (LGBT) equality within the RCN and the health care sector. The network has a formal business meeting at Congress each year and membership of the network enables additional access to the RCN's renowned political leadership programme. For more information please email the [RCN diversity team](#).

### Get involved with the RCN

The RCN promotes equality of opportunity for lesbian, gay, bisexual and transgender (LGBT) staff and YorkshireTour2016champion's equality, diversity, human rights and inclusion in the health and social care sector. As a member you can work with us to improve equality in the workplace, raise awareness, provide (and receive) support and celebrate diversity and promote equality of opportunity. [Find out more](#).



## Do you work with children and young people? If so, you can join a specialist RCN forum.

The RCN has five Children and Young People (CYP) forums: continuing and community care forum, professional issues forum, specialist care forum, staying healthy forum and acute care forum. You can join if you are a nurse, health visitor, health care assistant and nursing student who are RCN members and work with infants, children and young people.

Join a CYP forum by calling 0345 772 6100 or log on to [www.rcn.org.uk/myrcn](http://www.rcn.org.uk/myrcn). Benefits of joining include network with other nurses sharing the same area of interest, access to RCN resources such as evidence-based guidance and audit tools, participate in RCN policy-making processes and campaign on issues affecting the provision of care, obtain guidance, learning resources and information on new policy on the forum web pages, join one of the special-interest communities linked to the forum, contribute to publications with specific relevance to your role, or make suggestions for new publications at [www.rcn.org.uk/publications](http://www.rcn.org.uk/publications) and attend specialist conferences, study days and networking events to support you in your personal and professional development.

## Walk100 – the centenary walk



To celebrate our centenary year, the RCN is undertaking an ambitious event called RCNWalk100. Over the course of the next six months, staff, friends, families, and members will carry a replica Florence Nightingale lantern to every RCN office location across the UK while raising money for RCN Foundation.

In total there are some 142 stages of the walk, seven of which will be in the North West region. The route will be: Thurs, August 18, Moses Gate Country Park via Bolton office to Rainsough (4.6km). Fri, August 19, Rainsough to Failsworth (17 km), Mon, August 22, Failsworth to Littleborough (19.2 km), Tues, August 23, Littleborough to Hebden Bridge (16.9 km), Wed August 24, Hebden Bridge to Brookfoot (18 km), Thurs, August 25, Brookfoot to Drighlington (16.3 km) and finally, Fri, August 26, Drighlington to Leeds office (14.8 km).

For more information on the walk and to get involved contact [karen.hughes@rcn.org.uk](mailto:karen.hughes@rcn.org.uk)

## Professional guidance update



The RCN regularly produces publications outlining the latest advice, guidance and research relevant to nursing. These are available on our website and are free to download from [www.rcn.org.uk/publications](http://www.rcn.org.uk/publications).

Here is a selection of our most recent publications (all pdf documents) by **Elaine Whitby, RCN Facilitator of Professional Learning & Development**

### [Public Health Nursing Practice](#)

This new RCN leaflet has been designed to be used by public health nurses as a reflective/revalidation tool. It highlights some areas of the NMC's code of practice in relation to public health and the corresponding Faculty of Public Health's core competences to help you consider areas of practice you might find useful to reflect upon in readiness for revalidation.

### [RCN initial response to the Department of Health consultation: Changing how healthcare education is funded](#)

Initial response by the Royal College of Nursing to the Government's consultation on plans to reform higher education funding for nursing, midwifery and allied health professional students in England: 'Changing how healthcare education is funded'.

### [Female genital mutilation](#)

FGM is child abuse and the practice is illegal in the UK. The hidden nature of the crime raises serious issues and concerns in relation to the safeguarding of girls and young women. This updated publication aims to raise awareness among nurses, midwives and related health care personnel about FGM, and to provide insight and understanding of the socio-cultural, legal and health issues surrounding the practice. This edition is supported by NHS England.

### [Genital examination in women](#)

The purpose of this document is to provide standards and sample assessment tools for training in genital examination in women for registered nurses working in sexual and reproductive health settings, and related health and social care settings. It assumes an extensive knowledge of relevant anatomy, physiology and pathology.

Looking back to Nurses Day 2016: A selection of the pictures sent into the RCN.



Look out for photos from Congress 2016 in the next eNewsletter

## North West Regional Events

Find out what's going on across the North West Region

### RCN regional events in 2016

#### Up and coming branch meetings across the North West

**20 July: Greater Liverpool and Knowsley branch.** From 4.30pm-6.00pm in the Gamble seminar room, St Helens Hospital, Marshalls Cross Road, St Helens, WA9 3DA

**15 August: Lancashire East branch meeting.** From 5pm-8pm in the RCN Regional Office, Chesham House, St George's Square, Bolton, BL1 2HB. More details from [mary-anne.parkinson@rcn.org.uk](mailto:mary-anne.parkinson@rcn.org.uk)

**8 September: Cheshire East branch meeting.** From 5pm-7pm in Room G15, Pinewood Education Centre, Stepping Hill Hospital, SK2 7JQ.

**12 October: Greater Manchester branch meeting.** From 5pm at the RCN North West regional office, Chesham House, St George's Square, Bolton, BL1

**12 October: Manchester Central branch meeting and AGM.** From 5pm in the Rawnsley building, Manchester Royal Infirmary, Hathersage Road, Manchester, M13 9WL

Full details of all national and regional RCN events being held across England [here](#).

#### Advice and support for RCN members

Most members who need quick answers to their questions search our online advice pages first. Here you'll find comprehensive advice on a range of issues affecting you, such as:

- Revalidation
- Indemnity
- Sickness
- Investigations
- Bullying and harassment

[Search all our online advice and get the answers you need - quickly.](#)

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