

 Royal College of Nursing

**#SafeStaffing  
SavesLives  
JOIN OUR FIGHT**

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# the People's People

When we're going to bed, Sam has already started her night shift. She'll bring comfort, relieve pain, fight infection and make her patients feel that little bit less scared. She's a people person.

But her shift will also be chronically understaffed.  
Patients waiting in corridors, care left undone.

Nurses are the People's People. And now we need to fight for them.

England is missing more than 40,000 nurses.  
Tell the government to fix it. Sign our petition today at

[rcn.org.uk/peoplespeople-magazines](https://rcn.org.uk/peoplespeople-magazines)



Royal College  
of Nursing

#safestaffingsaveslives



# Safe nurse staffing campaign: we ask the public to join our fight

RCN launches advertising campaign encouraging people to speak out about nurse shortages



The RCN is urging patients and the public to sign a petition calling on the government to fix the nursing workforce crisis in England. We've launched an advertising campaign to raise awareness of nurse shortages, which have reached alarming levels. The adverts in national newspapers (see opposite), feature the strapline: "Nurses are the People's People. And now we need to fight for them."

They ask people to sign a new petition we've created, which reads: "I'm calling on the government to invest in tomorrow's nurses, end this crisis and make clear in law who is truly accountable for safe and effective patient care."

An adapted version of the advert also appeared on digital billboards (see above) and is being shared across social media.

There are almost 40,000 nurse posts vacant in the NHS in England, with

serious staffing gaps in care homes and independent hospitals too.

Earlier this year, RCN members in Scotland secured new legislation on safe staffing levels after a similar law was passed in Wales in 2016. The focus of this campaign is for legislation to be introduced in England to help address the nursing workforce crisis.

We want there to be enough nursing staff with the right skills and knowledge, in the right place, at the right time. This includes nursing support workers who are vital to meeting the needs of patients across our health and social care services.

RCN Chief Executive & General Secretary Dame Donna Kinnair said: "Patient safety is being endangered by nursing shortages. We're calling on the public to fight for nurses and sign our petition. We need their support in calling time on this crisis."

## What do we want?

We want ministers and NHS leaders in England to:

- introduce legislation to ensure accountability for safe nurse staffing at all levels of health and care services in England
- ensure that decision-making bodies throughout the health and care system have clear roles and responsibilities, and are accountable for the decisions they make in relation to workforce supply, recruitment, retention and remuneration
- invest at least £1bn a year in nurse higher education to reverse the reduction in the number of students both applying to and taking up places on nursing degree courses.

**GOT TWO MINUTES?** That's all it takes to sign our online petition and add your voice to our campaign. Visit [rcn.org.uk/peoplespeople-magazines](https://rcn.org.uk/peoplespeople-magazines) to join thousands of others who've already signed.

The RCN represents nurses and nursing, promotes excellence in practice and shapes health policies.

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Cover picture by Gareth Harmer

Tickets for Two?



Watch the latest blockbuster for less this autumn when you buy your cinema tickets through RCNXtra. Save up to **55%** at all the major chains including **Vue**, **Cineworld** and **Odeon**.

*Xtra benefits. Xtra easy.*  
Register now at [rcn.org.uk/xtra](http://rcn.org.uk/xtra)



## Black History Month events celebrate BAME nursing staff

The RCN is hosting a number of events this October to celebrate the contribution of nursing staff from black, Asian and minority ethnic (BAME) backgrounds.

The events to mark Black History Month come at a time when it's important for the profession to embrace its diversity. The latest Workforce Race Equality Standard (WRES) report from NHS England showed reported discrimination towards staff from BAME backgrounds increased to 15% in 2017.

RCN diversities lead Wendy Irwin said: "We know that many communities are feeling the impact of targeted hostility and aggression in the period since the Brexit referendum and that nurses' working environments can feel unsafe for those who are different. Black History Month events provide an opportunity for us to unite as a professional community in valuing diversity and finding strength in our differences."

### What's on?

In the West Midlands, we've teamed up with the NHS Leadership Academy to host a free conference where Dr Ruth May, Chief Nursing Officer for England, will give a keynote speech.

The Eastern region is planning an educational, emotive and inspirational event with a discussion on the contribution of BAME nurses before Mary Seacole and the NHS.

The London event will include live music and award presentations to "rising stars" from the BAME nursing community.

Find out more about these events and others taking place across England at [rcn.org.uk/events](http://rcn.org.uk/events)

## Brexit: we must secure the future of the EU workforce

The RCN is continuing to lobby politicians on the importance of developing a post-Brexit immigration system that enables nursing staff to be recruited from overseas. We've been campaigning to stress the urgency of the issue and will be responding to a consultation on the introduction of a points-based scheme for EU migrants.

For the last few years, nursing has been on the shortage occupation list, which is used to fast-track the visa applications of people who work in professions where there is a shortage. However, the government is proposing a minimum salary of £30,000 for nurses coming to work in the UK from overseas. We think this is wrong and that salary levels should not be used as a measure of the value of nursing skills. We're also campaigning for the rights of EU nurses working in the UK to be protected after Brexit. Visit [tinyurl.com/rcn-brexit-overview](http://tinyurl.com/rcn-brexit-overview) to find out more.



## Exhibition charts fight for nursing registration

Our latest exhibition celebrates 100 years of nursing registration. It launches at the RCN library in London on 17 October with an evening of talks, displays and activities. Find out about the fiery characters who fought for nursing registration and view original nursing registers from the General Nursing Council, now the Nursing and Midwifery Council. Free to attend. Visit [tinyurl.com/rcn-exhibition-launch](http://tinyurl.com/rcn-exhibition-launch)

**BALLOT on  
SAFE and  
EFFECTIVE  
CARE**



**#NInursescommitted2care**

## Historic NI strike ballot to open in days

RCN members working in Health and Social Care (HSC) services in Northern Ireland will be balloted on industrial action, up to and including strike action, with ballot papers posted from 9 October. The ballot will run for four weeks. It's the first time in the RCN's history that a strike ballot has been conducted. It's in response to the safe staffing and pay crisis there.

RCN Northern Ireland Director Pat Cullen said: "Members say they can't continue to work under the current conditions. As a profession, we're no longer prepared to tolerate the risk that low staffing levels pose to patients, nursing staff, and the people of Northern Ireland. No nurse I know would want to take industrial action but we've been left with no choice."

## Meet your new RCN Council members

RCN Council election results will be announced on 2 October. Visit [rcn.org.uk](http://rcn.org.uk) to find out who will be representing you on our governing body for the next four years.

Successful candidates will take up the following seats on 1 January 2020: Eastern, East Midlands, London, North West, Northern, Northern Ireland, Nursing Support Worker, Scotland, South East, South West, Wales, West Midlands and Yorkshire & the Humber. The RCN President, Deputy President, Chair of RCN Congress and Student Member of Council also serve on RCN Council but these positions were not up for election in 2019.

# Help make parity reality



Our new campaign looks at why it's important to give mental and physical health equal attention

From Monday 7 October we're asking you to join us in **#MakingParityReality**. We want every patient's mental and physical health to be given equal attention, across all health care settings, and you can help make it happen.

"Currently, people with severe mental illnesses die 15-20 years earlier than the general population," said Tim Coupland, who leads the RCN parity of esteem project.

"We can all play our part in changing this by addressing people's mental health with the same urgency as we do physical health and ensuring that people with complex mental health issues are supported to look after their physical wellbeing. We also need to consider how physical health issues affect our patients' mental health."

Tim and the rest of our parity of esteem group have been looking at how mental and physical health feed into one another and what nursing staff can do to make parity a reality.

Our week-long campaign will share key insights and actions to help you make changes in your workplace. Small changes, such as including discussion of both

mental health and physical health in every consultation and conversation can make a big difference in opening up opportunities to meet peoples' whole needs.

"The current and ongoing inequalities between physical and mental health outcomes are completely preventable," Tim added. "Nursing staff are in a unique position to address patients' mental and physical health at the same time."

## Five ways to get involved

1. Visit [rcn.org.uk/parity-of-esteem](http://rcn.org.uk/parity-of-esteem) to read about parity of esteem and access campaign resources.
2. Print off a poster to display in your workplace.
3. Submit examples of how you're working to deliver parity of esteem at [rcn.org.uk/parity-of-esteem](http://rcn.org.uk/parity-of-esteem)
4. Follow the hashtag **#MakingParityReality** on Twitter and post your own views.
5. Join our Twitter chat at 7.30pm on 8 October – follow [@TheRCN](https://twitter.com/TheRCN)

# 6 GOOD NEWS



## Unicorn runner raises awareness of mental health



**Newly qualified nurse Katt Gubb has completed a challenge to run every day for a year**

After going through a difficult time as a student, suffering from burnout, anxiety and depression, Katt decided to do something positive for her own wellbeing.

“

There have been times this year when I feel this has saved my life

Inspired by the work of the charity MIND and their message that movement can be healing, she set herself the challenge of running one mile each day for a year. She wears various brightly coloured unicorn horns to symbolise positivity and bravery with the aim of getting people talking about mental health.

“There’s so much stigma around mental health, especially as a student nurse. You don’t feel you can speak out or show any weakness. That needs to change,” Katt insists.

On 1 October, Katt set out on her last run for this challenge, having not missed a single day. So will she be hanging up her unicorn horn? Absolutely not, she says.

“I’ll definitely keep running – although probably not every day!

I’ve started cycling to and from work and I’d like to do more yoga, which I find helpful for the mindful side of things.”

Although Katt continues to battle her own mental health issues, she is very positive about the benefits of this challenge and would urge others to consider something similar.

“Even though it’s been incredibly difficult, there have been times over this year when I genuinely feel this has saved my life,” Katt says. “If I can do it and benefit so much from it, then I truly believe anyone else who is physically able can do it too.”

Visit [tinyurl.com/kattgubb](http://tinyurl.com/kattgubb) to donate to Katt’s MIND fundraiser, and find out more about her mission on the *RCN Students* magazine website: [rcn.org.uk/studentsmag](http://rcn.org.uk/studentsmag)

### So you’re having a baby?

Congratulations! To help we’ve developed new pregnancy and maternity toolkits. Visit [tinyurl.com/rcn-toolkits](http://tinyurl.com/rcn-toolkits) to find advice on when to tell your employer, whether your job poses any risks, maternity leave, and more. The RCN has also contributed to new guidance from NHS Employers about improved entitlements to occupational shared parental leave in the NHS in England and Wales. Scotland will be introducing similar entitlements soon. Visit [tinyurl.com/NHS-sharedparentalleave](http://tinyurl.com/NHS-sharedparentalleave)

### New nursing director pledges to tackle real problems



Susan Masters has been appointed RCN Director of Nursing, Policy and Practice after being our Regional Director in the South West, where she’s been a nurse for 28 years.

“I’ve enjoyed working with the RCN in a region I’ve devoted almost my entire working life to,” she says. “The issues I set out to resolve in the South West, such as chronic nursing shortages, Brexit uncertainty and a lack of support for senior nurses, are echoed in every part of the UK. I want to use this role to make sure members feel the RCN is tackling the problems, at work and in their lives, most important to them.”

## The big picture



Hundreds of members took to the streets of Guernsey's capital last month in the latest protest over pay. We're pushing for a rise of more than 10% for nurses there to bridge the gap in earnings with other civil servants on the island. RCN Guernsey branch chair Steve Mundy described support for the march as "incredible". Visit [rcn.org.uk/guernsey](http://rcn.org.uk/guernsey)

### MEET THE MEMBER



Each month *RCN Bulletin* asks a member to share a little bit about themselves

**Name:** Dennis Greer

**Role:** Senior nursing assistant and assistant practitioner

**Sum up what you do in a sentence:** I support the general practice team and take clinics for hypertension, spirometry, INR (international normalised ratio) and flu.

**Describe your job in three words:** Challenging, rewarding, exciting.

**How long have you been nursing?** 20 years.

**Why did you choose the profession?** I wanted to care.

**How did you get where you are now?** I was a hairdresser for 15 years before.

**How do you unwind?** Taking the dogs for a walk at the end of the day and going on holiday. I love visiting Spain.

**If you could have a superpower what would it be?** Telepathy.

**Who would play you in a film?** Jim Carey.

**What's the best lesson nursing has taught you?** Be thoughtful of others and respectful of everyone.

[rcn.org.uk/healthcaremag](http://rcn.org.uk/healthcaremag)



## PATIENT PERSPECTIVE



### Being listened to makes such a difference says Beth Edwards, who's had mixed experiences during hospital stays

I was subjected to some less than helpful attention from a nurse when I was in hospital with a hip dislocation around 10 years ago. When I asked for assistance to go to the toilet she really didn't listen to me or take into account my individual circumstances when I told her I couldn't move. Instead she said: "Come on dear, we don't do bed pans here," as she hoisted me up by my clothes. I didn't want to complain but I was really shocked, upset and in so much pain.

But my recent stay in Llandough Hospital was so different. In my very

first conversation with a nurse she told me her name and advised me she was my named nurse for my stay. She also asked me how I'd like to be addressed. On every shift change, a nurse introduced themselves to me. This was a great way to build a trusting and respectful relationship.

I was amazed at how cheerful staff were despite the pressures they're obviously working under. I never felt like I was being a nuisance when I pressed the button for help. I felt like I mattered.

It's clear these nursing staff really want to make things better for patients as they're constantly looking for ways to make improvements. Feeling like you're being listened to makes such a difference.

## THE VIEW FROM HERE



**Ruth Bailey**  
Sexual health nurse team leader

After writing to my local MP Caroline Lucas about the RCN's safe staffing campaign, I was invited to her office to discuss it further.

Along with five other RCN branch members, we told her what it's like to work a shift without enough nurses to provide effective care. We told her how we all went into the profession to make a difference and described the unbearable strain of not being able to do that due to lack of staff.

The RCN's policy team gave us a useful briefing sheet with advice about what to cover in the meeting and, in particular, what support to seek from our MP.

Caroline agreed to ask questions in parliament and to participate in work to ensure there's realistic funding for the NHS People Plan due to be published soon. She committed to take part in a larger event with fellow Brighton and Hove MPs, a wider range of nurses, and the general public. We came away buzzing, feeling that we had taken some meaningful action.

Since our meeting, Caroline has highlighted the lack of student funding in a tweet that called the recent spending review incompetent, showing the value of keeping safe staffing high on the agenda.

If members from every local RCN branch met their MP about safe staffing, together we could kick up a storm.

[rcn.org.uk/safestaffing](https://rcn.org.uk/safestaffing)



## What you've been saying

### Why nursing?

In such difficult and uncertain times I think it's important to remember what nursing truly is. Nursing is making a difference to people's lives, as cliché as it sounds, it's the truth.

Nursing is job security. Everyone, everywhere needs a nurse.

Nursing can be hard. There are days when you will cry and there are days when you will feel defeated, but the love that you will develop for your job will help you to carry on.

Nursing is being a leader, a role model, a mentor, and a student all at the same time.

Nursing is providing a hand to be held, from the 24-week old baby in the NICU to the patient in an older people's ward.

Nursing is so much more and it can be anything that you want it to be.

Although we have to address the issues that challenge and affect our job, we must not allow these issues to define our profession.

Nicola from her blog: [tinyurl.com/why-nursing](https://tinyurl.com/why-nursing)

### Think sepsis

I've just read the *RCN Bulletin* story about sepsis survivor Tom Ray online ([rcn.org.uk/bulletin](https://rcn.org.uk/bulletin)). As a nurse working in a community hospital and responsible for collating our monthly sepsis audit, I can say the whole team is fantastic in identifying patients we think have sepsis and escalating those concerns to ensure the patient receives treatment for it. Our trust has just exceeded the NHS's standard for assessing and treating sepsis patients in a timely manner. Together with the NEWS2 (National Early Warning Score) and sepsis preforms, we are always thinking sepsis.

Robin on Facebook

### QUOTE OF THE MONTH

“ There are not enough people on this ward. There are not enough doctors and not enough nurses. The NHS has been destroyed.

**Worried father Omar Salem confronts Prime Minister Boris Johnson on a visit to Whipps Cross Hospital in London where Omar's daughter was being treated**

### FOUR THINGS TO DO IN OCTOBER

1. Sign our petition calling on the government to fix the nursing workforce crisis in England: [rcn.org.uk/peoplespeople-magazines](https://rcn.org.uk/peoplespeople-magazines)
2. Attend one of the RCN's Black History Month events to celebrate the contribution of black, Asian and minority ethnic nursing staff: [rcn.org.uk/events](https://rcn.org.uk/events)
3. Get the flu jab to protect yourself and your patients: [rcn.org.uk/beat-the-flu](https://rcn.org.uk/beat-the-flu)
4. Visit RCN HQ in London on 10 October to listen to award-winning writer Nathan Filer talk about his time working on psychiatric wards to mark World Mental Health Day: [rcn.org.uk/the-heartland](https://rcn.org.uk/the-heartland)

### GOT SOMETHING TO SAY?

The RCN Magazines team is always looking for members to contribute to the opinion pages. If you're keen to share your views, email [bulletin@rcn.org.uk](mailto:bulletin@rcn.org.uk)



## HOT TOPIC



### World Mental Health Day is on 10 October. We asked our followers on Twitter how they ensure patients are supported with both their mental and physical health

We offer our patients who have long term conditions a referral to the local counselling service. We also ask how people are feeling and try to make the clinic a safe space for them to talk. [@kinrade\\_sophie](#)

Our primary care liaison teams support people with learning disabilities to access mainstream mental health services where possible and help with reasonable adjustments where needed. [@kwelsh1](#)

We build relationships of trust so that patients know they can share their anxieties and other emotional issues safely. [@PatriciaSelway](#)

In mental health nursing, mental health is one of our primary concerns. We listen, we empathise, we validate and share vulnerable moments. However, we don't lose sight of patients' physical health or the system they live in. We treat the whole person as it all matters. [@anniecox01](#)

We try to get people to avoid social isolation and encourage proactive anticipatory decision making with managing long term conditions. We provide health care plans to support problem solving during exacerbations of conditions, including when to contact health care providers. [@GlosTerri](#)

We take time to listen, ignore the "we know him, he's always like that" comments, signpost when needed, provide support to help make decisions, and act as required. [@Juliet4200](#)

## MESSAGE TO MEMBERS



### Dame Donna Kinnair RCN Chief Executive & General Secretary

The uncertainty surrounding Brexit is deeply unsettling for all of us. No matter what happens after 31 October, the RCN will be here to help. This might be providing immigration advice, giving guidance on medicines management or helping with concerns about safe staffing. As your union and professional organisation, you can rely on us to support you through this complex and confusing time.

Behind the scenes, we're working hard to influence politicians on five important areas. Our number one priority is to make sure services are safely staffed. This means fighting to protect the rights of overseas nurses currently working in the UK and demanding a post-Brexit immigration system that allows us to continue to recruit our valued colleagues from overseas.

Since a vote by members at RCN Congress in 2018 it's been our position to campaign for a people's vote on the final Brexit deal. This remains our stance and we'll continue to demand a referendum to agree the terms under which we leave the EU.

Brexit is a divisive issue and opposing views risk splitting people everywhere. But as a nursing community we're united in our commitment to providing high quality care. As RCN Council recently agreed, our strength is in our unity, and as a united organisation we have the best chance to influence.

[tinyurl.com/rcn-brexit-overview](https://tinyurl.com/rcn-brexit-overview)



## Breaking the silence on suicide

Gemma wants others to know that speaking out and seeking support won't mean the end of your nursing career

A number of years ago I attempted suicide. Following it, I was referred to the Nursing and Midwifery Council (NMC) about my fitness to practise. Prior to the suicide attempt I was honest with my manager about how I was feeling, yet I had no support. Looking back it was probably because they didn't know what to say. I had no-one to talk to and felt so isolated.

I put my uniform on and acted like I was fine, focussing on providing excellent care. I worked extra hard, taking on more shifts to try and keep as busy as possible. But my head was trapped in a cycle of suicidal thoughts.

Suicide is uncomfortable to talk about, but we need to talk about it. Making conversation can help break down the

stigma; even the smallest thing you say can make a big difference. It might even save a life.

If you're feeling suicidal and feel you can't talk to a family member, friend or colleague, there are lots of helplines to get support anonymously. Ask for help as it is so much harder going through it on your own.

The NMC investigation concluded no case to answer. I'm now a junior sister back in the NHS and have recently been shortlisted for an award for the mental health work I'm doing supporting staff.

Don't put off communicating any issues you're having for fear of fitness to practise as it doesn't mean the end of your career.

Call the RCN counselling service for confidential support on 0345 772 6100 or Samaritans on 116 123.



## Reducing the risk of discrimination

The RCN's cultural ambassador programme aims to make sure nursing staff from black, Asian and minority ethnic (BAME) backgrounds are treated fairly when facing disciplinary action

The programme was first introduced in the West Midlands in 2016 and offers NHS trusts in the area the chance to work with the RCN to recruit staff from BAME backgrounds to become cultural ambassadors. It has since been rolled out across England and will be running in at least one trust in every region by the end of 2020.

Cultural ambassadors are trained to identify and challenge discrimination and cultural bias. They use these skills in their role as a neutral observer within disciplinary processes, formal investigations and grievance hearings involving staff from BAME backgrounds.

With evidence showing that BAME nursing staff in the NHS are over-represented in such processes, and as a result more likely to face sanctions, the role is supporting organisations to make crucial changes and tackle racial discrimination.

"We're able to ask open and honest questions to both sides," says Suresh, who's been a cultural ambassador for three years. "The training we've received means we have a clear understanding of individual cultural needs and nuances, as well as conscious and unconscious biases. Therefore we're able to pose questions that others may not have considered and, often, this can prevent proceedings from going further than necessary."

Tara, who is one of the HR leads for the project at Suresh's trust, says this offers an important pause for thought.

### Spotting cultural bias

"The voluntary cultural ambassador role acts in a completely different way to those on the investigating teams and disciplinary or grievance panels," says Tara. "Cultural ambassadors are there to look at these formal processes through a different lens and provide independent advice and guidance. If they observe any biases, or they are of the view that there are cultural factors to be taken into account, they 'interrupt the process' and ask teams and panels to review and consider these observations."

Suresh adds: "Panels are usually thinking about policies and procedures and what is considered 'right' and 'wrong' but that can limit the way of looking at things."

Suresh also points out how important it is to have cultural ambassadors involved from the outset. "When these questions aren't asked during the early stages of a process, it can cause so much unnecessary stress and anxiety for the person going through it," says Suresh. "It can even lead to people leaving the organisation or profession."

Vanessa, another cultural ambassador working alongside Suresh, says: "We need to hear all the facts from the beginning. I've been involved in cases where there hasn't been a sanction given because we've teased everything out before it got to that stage and realised it was misinterpretation or miscommunication, or the level of accusation was wrong. Our findings and opinions are taken seriously and when we raise something, we're listened to."

Suresh and Vanessa have found that although their involvement is neutral, their presence in hearings and investigations has had a positive impact on some staff going through such processes.

### Ensuring fair treatment

Vanessa says: "Some people feel better supported when there's someone there whose purpose it is to make sure they're fairly treated. There can be a lot of stigma and some employees from a BAME background may automatically feel they'll be treated in a certain way. However, I try to explain to people why I'm there; to ensure a fair process. I also explain that outside of that particular process, they can also contact me to share any issues that they feel need addressing with regards to unconscious bias in the workplace."

Tara and her fellow project lead Emma say that one of the main reasons their trust decided to

“

Some people feel better supported when there's someone there to make sure they're fairly treated

Words by Zara Davies. Picture by Steve Baker

### What you need to know

Data provided by trusts taking part in the cultural ambassador programme shows:

- a reduction in the levels of sanctions imposed. There have been less dismissals, suspensions, first written warnings and final written warnings
- a reduction in the number of investigations involving BAME staff
- a reduction in levels of staff sickness absence.

Cultural ambassadors don't have to be RCN members to be eligible for the role. It's a voluntary role, with the RCN working in partnership with the cultural ambassador's employer. To find out more, contact [wendy.irwin@ren.org.uk](mailto:wendy.irwin@ren.org.uk)

Tara and Suresh are working together to reduce the risk of racial discrimination



introduce cultural ambassadors was so that all staff could feel assured that processes were fair and consistent for everyone.

Emma says: “Feedback and testimonials from staff have shown that people do feel more confident in our processes as a result of this programme and not only that but they also indicate that staff have more confidence in raising issues and concerns themselves.”

Emma believes the programme has also had a big impact on behaviour. “Certainly in the HR team, we’re approaching our day-to-day work differently, including the way we think, act and behave. Although Tara and I can’t act as cultural ambassadors, we’ve had the training and we’ve shared what we’ve learnt with colleagues. It makes you stop and think. We try to ask those questions that

we may not have thought about previously and unpick things in a different way.”

### Looking at things differently

Suresh says it’s about giving everyone the understanding to look at things differently. “We need to give people the tools to be able to verify things in other ways rather than taking drastic action straightaway,” says Suresh. “It’s about understanding people’s feelings and emotions and recognising something you may not have considered.”

Vanessa says she’s also noticed a change in behaviour with regards to those staff involved in disciplinary process panels. “People seem more open to finding out the facts regardless of how in depth we have to go,” she says. “For example we may find out part-way through an

investigation into an alleged accusation that there were a number of other people involved that we didn’t recognise to begin with and we’ll go back and interview them.”

Not only has the programme supported staff going through disciplinary processes but it’s helped Suresh and Vanessa with their own development and approach to work too.

“It’s allowed me to approach my work as a service manager more thoughtfully,” says Suresh. “Of course, I’ve had equality and diversity training and I was very aware of cultural differences. But now I have that in-depth knowledge about the little differences, even within the same culture, and how important it is to consider these things.”

Vanessa says: “I see things from a very different perspective now. I try to have a neutral approach in all situations until I know the facts.”

RCN diversities lead Wendy Irwin adds: “The learning and development provided by the training offers a rare opportunity to understand both the complexities and subtleties of tackling workplace discrimination. Many organisations recognise that the issues around tackling discrimination are systemic. This programme helps employers develop trust and confidence in the things they need to do to build inclusion into their processes, structures and operations.”



We’re able to prevent proceedings from going further than necessary

**i** The trust featured in this article is the Black Country Partnership NHS Foundation Trust which provides mental health and learning disability services to people in Sandwell and Wolverhampton.

Emma and Tara will be speaking about the cultural ambassador programme at the RCN West Midlands’ annual Black History Month Conference at West Bromwich Albion Football Club on 16 October. Visit [tinyurl.com/rcn-wm-bhm-event](https://tinyurl.com/rcn-wm-bhm-event) to find out more.

CUT OUT AND  
DISPLAY IN YOUR  
WORKPLACE



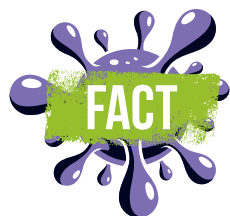
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# BEAT THE FLU

## KNOW THE FACTS

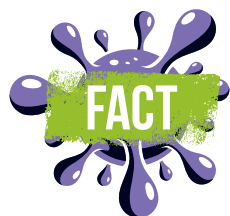
There are lots of common misconceptions about the flu vaccine. Find out the myths from the facts

### MYTH: The flu vaccine is ineffective



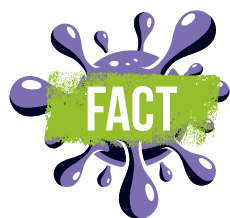
There is good evidence that the vaccine reduces the amount of severe illness and helps stop people needing to be in hospital.

### MYTH: I don't need the vaccine because I keep fit and am never ill

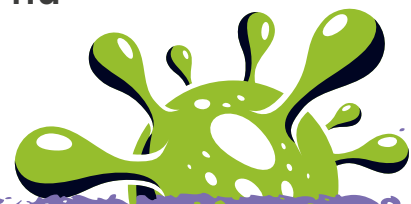
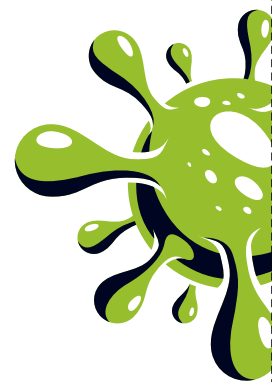


Up to 50% of people with flu infection will have no symptoms or only mild symptoms. They will still be infectious and can still spread the disease.

### MYTH: The vaccine gives me flu



Sometimes side effects of the vaccine can mimic mild flu-like symptoms, but these are short-lived. The vaccine cannot give you flu and is continually tested and monitored.



The RCN is running a campaign to encourage all nursing staff to get the flu vaccine to protect themselves and their patients. Find out more: [rcn.org.uk/beat-the-flu](http://rcn.org.uk/beat-the-flu)

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## What is homeless hospital discharge nursing and why do we need it?

A small number of nurses have been finding ways to serve the health needs of the UK's growing homeless population. Sam Dorney-Smith from the Public Health Forum explains how they're making care more inclusive



In early 2018, Sam (pictured above) set out to define the role and potential of nurses working in homeless hospital discharge. She drew on her own experience of setting up and leading homeless health teams in London and travelled the country to meet specialist nurses at work.

"It's a really important job," says Sam. "What I found in the hospitals is that it's not just about helping with homelessness – it's about promoting inclusion in

those health systems, and stopping patients feeling disenfranchised."

Homeless hospital discharge nurses work with people experiencing homelessness, ensuring they get the health care they need while in hospital, and helping them secure accommodation and ongoing care before they're discharged.

### Growing demand

It's a role that's needed now more than ever. Shelter estimates that around 320,000 people in the UK are now homeless, a rise of 8% since 2016. Meanwhile, recent research shows the number of homeless people presenting to A&E nationally has nearly trebled in the past seven years.

Despite the need, only 25 homeless hospital discharge nurses were identified during Sam's project. Some work in teams, but many are lone workers.

A large number of the teams were established in 2013 from the Homeless Hospital Discharge Fund, a one-off £10m grant from the Department of Health, which recognised the need to develop specialist services. Patients in these services reported being discharged into accommodation 71% of the time – up from 27% in a 2010 audit. But though 52 projects were initially supported, only 17 continued receiving funding after the pilot phase.

Sam's investigation revealed that underinvestment is not the

only challenge facing this area of nursing. A lack of role definition and best-practice research, negative attitudes towards people who are homeless, and some hospitals treating the teams as a tool to free-up beds all make it harder for the nurses to do their work.

"Homeless hospital discharge nursing is not meant to be a cost-saving intervention," Sam says. "It is about using that hospital stay as a window of opportunity. It is about quality care and sometimes getting somebody who is homeless to stay in hospital longer to get the treatment that they require, so that we can assess their needs, then discharge them appropriately and stop the revolving door."

But there is hope. The recent introduction of the Homelessness Reduction Act has meant that since April 2018 hospitals must identify patients experiencing homelessness. This might encourage the creation of more nursing roles in the area, Sam says.

"Ultimately, these nurses have a massive opportunity to change the culture in hospitals, although this is a very difficult job," says Sam. "Ideally we need the introduction of inclusion health nurse consultants, ensuring that our most vulnerable patients get access to the holistic and integrated care they need."

*Sam's project was funded by the Burdett Trust for Nursing, with help from Pathway homeless charity, the RCN and others.*

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It's about using  
that hospital  
stay as a window  
of opportunity

Words by Rachael  
Healy. Picture by  
Gareth Harmer

## IN THE SPOTLIGHT



### Pain and Palliative Care Forum

#### Who's the Chair?

Felicia Cox has been Chair of the forum for nearly nine years. She qualified as a nurse in Australia and spent 10 years as a perioperative nurse there and in the UK, before moving into pain management in 1997. She's now a pain nurse specialist, member of the British Pain Society, editor of the *British Journal of Pain* and an honorary lecturer at a number of universities.

#### Recent highlights?

The forum developed *Bounce Back Boy*, a film about the life and death of Josh Cawley, a young man with complex care needs. An accompanying handbook and webinar for nursing staff explore best practice end-of-life care for people like Josh. The forum also helped create a resource on mouth care in partnership with Hospice UK.

#### What's coming up?

Following on from a 2018 publication with the Older People's Forum, the Pain and Palliative Care Forum will be doing more work on pain management for older patients. New guidance will be published soon and the forums are hosting a joint workshop at RCN HQ on 26 February 2020. The team is also working on new opioid guidance with the Faculty of Medicine and the British Pain Society.

#### Why join?

Felicia says: "You can make a difference. You'll be working with like-minded people who have different perspectives working in different care settings, spanning education and clinical specialities."

Read more about the Pain and Palliative Care Forum at [rcn.org.uk/forums](http://rcn.org.uk/forums) Find them at [facebook.com/groups/RCNPainandPalliativeCareForum](https://facebook.com/groups/RCNPainandPalliativeCareForum) and on Twitter @RCNPainPall

## WHAT I'M THINKING



### Annabelle Winstanley General Practice Nursing Forum

Flu season comes around like a whirlwind. Before we know it, hundreds of vaccines have arrived and we're back to two-minute slots for patients wearing four layers of winter clothing!

This time of year can bring the GP team closer, with all staff getting involved to ensure everyone who is eligible gets their jab. It can also pose challenges. How do we make sure hard-to-reach patients attend for their flu jabs? Can we support district nursing teams to immunise housebound patients?

Collaborative working is essential. Ensuring all clinicians are promoting the flu jab and giving it when opportunities arise can help reach patients we don't see frequently. For example, we involve the drug abuse workers who are based at our practice once a week, asking them to direct their patients to see us after their appointments.

Keeping an open dialogue with our district nurse colleagues can also ensure that no patient is missed. We can, for instance, combine flu jabs with our annual reviews for housebound patients to reduce the workload for district nurses.

Finally, there is an opportunity for education. By dispelling myths and giving the evidence-based facts, we allow our patients to make informed choices about immunisation.

[rcn.org.uk/beat-the-flu](http://rcn.org.uk/beat-the-flu)



## Bowel care guidance promotes positive approach

Members from the Bladder and Bowel Forum and Gastrointestinal Nursing Forum have collaborated on the latest *Bowel Care* guidance, out now. Although bowel care is crucial to patients' quality of life, it can be difficult to discuss. The booklet encourages a positive and proactive approach.

"This is the fourth edition of the guidelines. It's been a valuable tool for nurses and used nationally to support best practice," says Alison Wileman, Chair of the Bladder and Bowel Forum. "In this edition, there is more information to support changes in nursing, including on end-of-life care, inflammatory bowel disease, and a bigger chapter on infection prevention and control."

Download the guide at [rcn.org.uk/publications](http://rcn.org.uk/publications) (code 007 522).

## Patients' changing needs reflected in new breast care competencies

Members of the Cancer and Breast Care Nursing Forum have written and released a new competency framework for nurses providing care to people with breast cancer. It defines the standards of care expected of a competent registered nurse providing general or specialist breast cancer care.

Though cancer is often considered to be a life-limiting illness, it is increasingly viewed as a long-term condition involving the individual with cancer, their family and carers. This framework reflects the changing needs of people affected by breast cancer, including men, and the skills required to enable self-care and rehabilitation following treatment.

Download the framework at [rcn.org.uk/publications](http://rcn.org.uk/publications) (code 007 657).

# 16 EVENTS

For details of more events visit the region and country pages of the RCN website or go to [rcn.org.uk/events](http://rcn.org.uk/events)

## London

### Women's health conference

**13 November**

RCN HQ

20 Cavendish Square  
London W1G 0RN

Smashing the stigma is the theme for this year's RCN Women's Health conference, one of the largest events of its kind in the country. Open to nursing staff and students practising in women's health, gynaecology or specialist services, this event will provide the latest updates and a packed programme for learning and networking.

With a host of interesting speakers and specialists in the field, the day will explore

the challenges and stigmas surrounding women's health.

RCN Women's Health Forum committee member and lead for this year's event, Katharine Gale, says: "We have speakers who are breaking the taboo around women's health issues including menstruation, menopause and miscarriage. A highlight will be comedian Karen Hobbs who'll be talking about her experience of gynaecological cancer. We look forward to welcoming nursing staff who want to join the discussion and change attitudes around these important issues."

📍 Visit [rcn.org.uk/wh19](http://rcn.org.uk/wh19) or call 02920 546 460 to book.



## Cardiff



### Personalised palliative care

**31 October**

RCN Wales

Ty Maeth, King George V Drive East  
Cardiff CF14 4XZ

This morning seminar will provide an insight into issues for nursing staff who provide care and support for people, and

their friends and families, during the last months and days of life.

Aimed at registered nurses and third-year pre-registration nursing students working in any sector, the seminar counts as CPD towards revalidation. Topics covered include; palliative care in Wales, advanced care planning, symptom management and end of life care. Apply to register by Thursday 17 October.

📍 Visit [rcn.org.uk/palliative-care-issues-cardiff](http://rcn.org.uk/palliative-care-issues-cardiff) or call 02920 546 460 to book.

## Exeter

### Developing leadership skills

**14 November and 2 December**

RCN South West

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This two-day course, developed for nursing staff at band 5 (or equivalent), explores how to lead effectively while navigating increasing demands, competing priorities and growing expectations in a nursing role.

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## A new voice for GP nurses

Marie-Therese Massey is four months in to her role as RCN professional lead for general practice nursing. She explains how she plans to use her position to raise the profile of the specialty



Three decades of working as a general practice nurse (GPN) have allowed Marie-Therese Massey (pictured above) to follow the progression of the specialty as the workforce has flourished.

Now, having taken on the role of RCN professional lead for GPNs, she hopes to help shape the future of this crucial area of primary care.

Marie-Therese will be the voice for the RCN on GPN issues across the UK. She plans to ensure this is heard at the highest levels on pressing concerns such as safe staffing, effective nursing care, GPN education, continuing professional development and employment issues.

Marie-Therese, a Queen's Nurse, says: "I want to focus on building the GPN workforce, and supporting the current workforce to embed safe staffing and

effective care across the general practice setting.

### Increasing demands

"The general practice team is caring for more patients with complex health needs and we are developing and expanding our services to manage the ageing population and emerging long-term conditions, such as people living with and beyond cancer. There are 40,000 nurse vacancies in England and general practice is not immune.

"A proportion of our workforce is planning to retire in the next five years, taking a wealth of skills and experience with them. We need strategies such as the GPN ten-point action plan if we are to future-proof our specialty."

Other priorities for Marie-Therese include developing good employment guidance around

terms and conditions, an area that can be more challenging for GPNs as they are employed by GPs rather than the NHS and do not automatically benefit from national pay deals or Agenda for Change.

Marie-Therese, originally from Birmingham, trained in adult and children's nursing at London's Middlesex and Westminster Hospitals. Applying for a position as a GPN may have been prompted initially by a desire for more family-friendly hours, but Marie-Therese had found a career she loved.

"I started working at a practice in a challenging area of inner-city Sheffield. I moved to a university health service for a number of years before returning to the practice to take the lead on sexual health."

She took a degree in specialist community nursing, qualified as a non-medical prescriber and specialised in sexual health.

She says: "GPNs get to care for people throughout the lifespan. We see a huge variety of conditions and deliver some of the most important UK public health strategies. The joy is in seeing your care having a positive impact on patients' lives and wellbeing."

Marie-Therese is excited to be supporting the 50,000 GPNs in the UK in her new role and says: "I will strive to raise their profile and support strategies that demonstrate the value of the GPN as essential in the successful delivery of primary care."

“

I will strive to demonstrate the value of the GPN as essential in the successful delivery of primary care

### Find out more

Marie-Therese will present a seminar on changing career into general practice nursing at the RCNi Nursing Careers and Jobs Fair in Brighton on 5 October, along with a workshop on general practice nursing as a first career choice for newly qualified nurses. Visit [careersandjobsfair.com/brighton](http://careersandjobsfair.com/brighton)

Words by Erin Dean.  
Picture by David Gee



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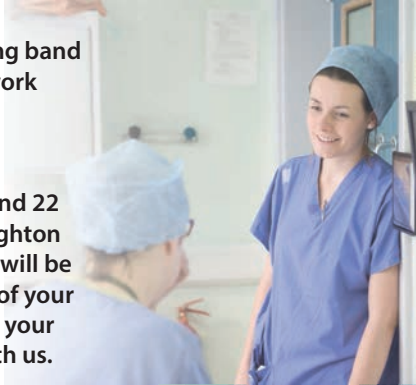
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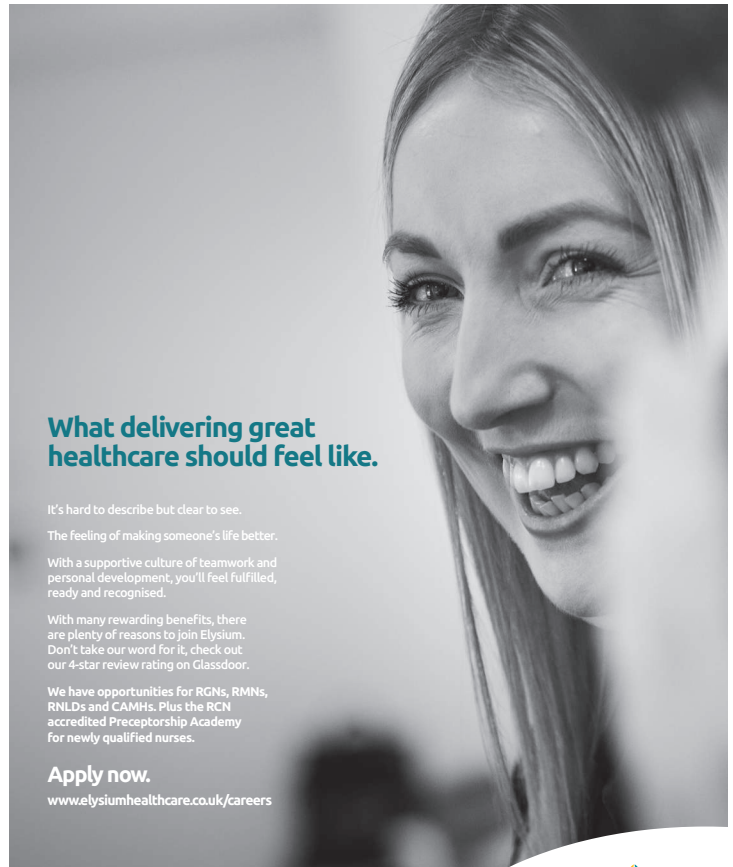


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We require skilled individuals with a clinical or nursing background and a teaching qualification who can deliver clinical training topics to healthcare professionals in various settings.

Competitive rates of pay with expenses.

email CV to [jobs@acutetrainingsolutions.co.uk](mailto:jobs@acutetrainingsolutions.co.uk) or call 02920 494 969 and speak with Vicki Delahaye.



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We have excellent opportunities for you to become a qualified Disability Assessor. Utilising your clinical knowledge & broad-based medical experience, you will carry out face-to-face assessments & examinations, focussing on how a person's health condition(s) impact their daily life, then write clear, concise medical reports to assist decision making.

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# Haileybury

## School Nurse

37.5 hours per week (School Term time only)  
To start from January, 2020.

Haileybury requires a committed and capable individual to work within the Health Centre in this outstanding independent boarding school. The job holder will be part of a team of 6 Nurses providing 24 hour care for Haileybury pupils during term time. They will be required to provide a high standard of nursing practice in the management of acute and ongoing medical conditions.

The successful candidate will be a Registered Nurse (RN child) either on part 8 or part 15 of the NMC register or on part 1 (RN Adult), with relevant post registration experience. In addition applicants should have an excellent communication and interpersonal skills, be well organised and prepared to work flexibly within a team.

For an application pack, please visit <https://www.haileybury.com/working-at-haileybury/support-staff-vacancies/> or, alternatively, please contact Human Resources on 01992 706379.

For an informal discussion, please contact Jean Walshe, The Health Centre Manager on 01992 706288.

Closing Date: Monday 11 November 2019

Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection screening, including reference checks with previous employers, prohibition checks and a criminal record check via the Disclosure and Barring Service.

Registered charity number: 310013

## Royal Brompton & Harefield NHS Foundation Trust

Children's Long Term Ventilation, Royal Brompton Hospital, London

## Clinical Nurse Specialist

Job Ref: 312-RB-PA-6449

Salary: Band 7 £44,347 to £50,549 pa inc HCAS

The Children's Long-Term Ventilation team are looking to recruit two Clinical Nurse Specialist's to join our expanding team and to support in the development of an exciting new educational facility.

The new and advance high-fidelity service will support the training and development of parents and carers. The 'pop up' facility will form part of the new LTV education service of which this role will be an integral member.

You'll carry a case load of children on Long-Term Ventilation across London. You'll also have the opportunity to collaborate with many of the London networks to share best practice, learn new skills and contribute to the wider network days.

We are looking for highly experienced, motivated and dynamic individuals to act as an expert resource, supporting acute and community teams to facilitate the safe and timely transition home for children on Long-Term Ventilation across the region.

For further information or to arrange an informal visit, please contact Leila Holden on: 0207 352 8121 ext. 84415, email: [l.holden@rbht.nhs.uk](mailto:l.holden@rbht.nhs.uk)

To apply, visit [www.jobs.nhs.uk](http://www.jobs.nhs.uk) using Job Ref: 312-RB-PA-6449  
Closing date: 31 October 2019



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## Nationwide Mobile Screening Nurses



- ✓ Do you want to increase your income with complete flexibility over how & when you work with a role that works perfectly alongside any current employment or other commitments?
- ✓ Do you want excellent rates of pay?
- ✓ Do you want great job satisfaction?

Due to significant growth and new contracts we are now recruiting more registered nurses UK wide including England, Scotland, Wales, Northern Ireland, Southern Ireland and the Channel Islands to further enhance our self-employed nurse network. You will be responsible for undertaking ad-hoc domiciliary insurance medicals & pathology tests for applicants of Life Insurance at a scheduled appointment that is mutually convenient to you and the applicant. Each visit takes between 15-40 minutes depending upon the requirements of the case. **MSS** will provide full operational training as well as any ongoing assistance required through our friendly and dedicated nurse support team.

### Interested applicants will need to:

- have an active Registration and Indemnity
- have experience in phlebotomy (desirable, but not essential)
- have transport and sufficient flexibility to conduct regular appointments at your convenience

**You will be paid monthly for all completed cases.**

For an information pack please e-mail **Julie Collett** including a current CV if available.

Email: [recruitment@trustmss.co.uk](mailto:recruitment@trustmss.co.uk) Tel: 0118 467 0555  
[www.trustmss.co.uk](http://www.trustmss.co.uk)

## FREE 3 DAY ECG INTERPRETATION COURSE



Broomwell Healthwatch, the UK's largest ECG interpretation service, are offering a unique opportunity to attend a comprehensive 3 day ECG course which will be delivered at our centre in Manchester. Day 1 will define the normal ECG. Day 2 will cover morphological abnormalities. Day 3 will cover rhythm abnormalities.

Since 2006 our service has successfully interpreted over 1,400,000 ECGs for 100+ CCGs and NHS trusts across the country. You will have an opportunity to learn the same expert and methodical approach to ECG interpretation that has been taught to our staff since the service started.

The criteria for eligibility to apply to attend the course are:

- That you are currently a registered nurse
- That you currently work in a cardiology or A&E department or have role where ECGs are used in daily practice
- That you currently work in the Greater Manchester area

This is a free course with no charge for attendance. There are 20 places available. The 3 teaching days will all be on Sundays in October/November 2019 – exact dates are to be finalised soon. Applicants are expected to commit to attending the full 3 days in order to be accepted. Applications will be considered on a case by case basis – there is no guarantee of acceptance.

To express an interest please email Michael Rowe: [michael@broomwell.com](mailto:michael@broomwell.com) with a CV or a description of your current role and outline why you are interested in attending the course.

Or to discuss this further please call Michael Rowe on 0161 236 0141.

[broomwellhealth.com](http://broomwellhealth.com)



NHS  
Avon and Wiltshire  
Mental Health Partnership  
NHS Trust

## Mental Health Nurses

See our main ad in the Mental Health section



**Barts Health**  
NHS Trust

## #ShapeYourStory at Barts Health

Whether you would like to gain more experience in a large, busy hospital or work within the community, we are certain to find a role to suit you. We can offer you an excellent package, flexible working, exclusive benefits and the chance to gain unparalleled experience in one of our innovative hospitals.

Barts Health is one of the largest NHS Trusts in the UK with over 16,000 staff members providing care to around 2.5 million people across east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End Hospital. We work together as a group of high-performing, innovative hospitals, and live by our 'WeCare' values of being welcoming, engaging, collaborative, accountable, respectful and equitable.

Our wide range of services means an equally wide range of career pathways, with opportunities in our internationally renowned trauma team, the largest cardiovascular centre in the UK, the second largest cancer centre in London, an innovative orthopaedic centre, mental health & community services, and one of the largest children's hospitals in the UK.

The types of roles we offer are:

- Registered Nurses
- Midwives
- Clinical Nurse Specialists
- Advanced Clinical Practitioners
- Healthcare Support Worker
- Maternity Care Assistant
- Leadership roles including Ward Managers & Matrons.

For more information contact **Rehana Meghji, Recruitment Business Manager / RCNi Lead** to find out about our latest vacancies.

Email: [Rehana.meghji1@nhs.net](mailto:Rehana.meghji1@nhs.net) Tel: 020 7709 6585

Visit website: [www.bartshealth.nhs.uk](http://www.bartshealth.nhs.uk)

See our jobs advertised at: <http://jobs.bartshealth.nhs.uk/>

Twitter: @BartsHealthJobs

[Jobs.bartshealth.nhs.uk](http://Jobs.bartshealth.nhs.uk)



## Practice Nurse or Nurse Practitioner - Equivalent to Band 6/7 or above depending on experience

After 22 years of dedicated service our senior practice nurse is changing her career and as such we are looking for an enthusiastic and motivated individual on a part or full-time basis to complement our existing skill mix.

We are a friendly, forward thinking practice with a strong nursing team who deliver high quality care to patients within a safe and efficient working environment. Our main surgery in Dorking and two dispensing branches in Boxhill and Westcott serve a total 11,250 patients.

We are keen to offer support and encourage special interests and personal development of all our staff. We offer an in-house structured education program and would be happy to provide mentorship. Remuneration is highly competitive.

For further details including a job description please contact our Operations Manager, **Pernie Barlow** on [pernie.barlow@nhs.net](mailto:pernie.barlow@nhs.net) or 01306 881313 or visit our website on [www.dorkingmedicalpractice.co.uk](http://www.dorkingmedicalpractice.co.uk).

Closing date - 18th October 2019



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[www.militarymedicalpersonnel.com](http://www.militarymedicalpersonnel.com) | [Info@militarymedicalpersonnel.com](mailto:Info@militarymedicalpersonnel.com)



**Birmingham Women's and Children's**  
NHS Foundation Trust

## We are looking for Band 5 registered nurses (Child or Adult) to join our Paediatric Intensive Care Unit.

Birmingham Children's Hospital is part of Birmingham Women's and Children's NHS Foundation Trust (BWCH) and is the UK's leading specialist paediatric centre, caring for sick children and young people. The specialist centre has been rated 'Outstanding' by the Care Quality Commission and is the first children's hospital of its type in the country to receive such an accolade. Based in the heart of Birmingham city centre, the hospital is a world leader in some of the most advanced treatments, complex surgical procedures, cutting edge research and development.

We welcome applications who have experience in the field or those who would like to consider a change in their career to join us in this exciting specialty. We offer a fantastic world class education programme which will help you develop your specialist knowledge and skills.

We are committed to provide safe and compassionate care to our patients and young people. Our staff are ambitious and brave to learn, develop and expand their careers. We believe that providing excellent education, training and development for our staff is essential. These include a comprehensive foundation in Paediatric Intensive care and Intensive Care Nursing that leads onto a structured navigation development pathway which will give you the tools and skills to progress into senior nursing roles within the PICU.

We offer a wide range of benefits for wellbeing support, access to childcare vouchers and flexible working. So while we are improving, you can too - within a professionally challenging yet exciting environment.

Applications open from **2nd - 25th October 2019**

Interview date **12th October and the 9th November**

Submit your application by clicking the apply button.

Or search reference **284-STAFFNURSE-19** on NHS Jobs.

For more information on joining our team, please contact:

**sharon.quigg@nhs.net (Lead Nurse in Education and Workforce)**

**joanna.durham@nhs.net (Senior Sister in Education and Workforce)**



**DHU Health Care** is a 'not-for-profit' CIC providing Urgent Care Services in Derbyshire, Leicestershire & Northamptonshire including Home Visiting, Community Nursing and Urgent Care Centres. DHU also provide the NHS 111 telephone service across the East Midlands.

We employ a range of GP's, ANP's, HCAs, Clinical Advisors & Dental Nurses. DHU believe that patients deserve good quality treatment in a caring and safe environment. Working in partnership with the NHS and other organisations, we are a leading provider of healthcare, with a well-established and quality portfolio of services. We are committed to providing the best possible patient care in the right way, by the right people, in the right place, at the right time to ultimately improve the health and wellbeing of our patients 24 hours a day, 365 days of the year.

Please contact us regarding our current opportunities:

HR: 0300 1000 410 (Option 2)/[human.resources@dhuhealthcare.nhs.uk](mailto:human.resources@dhuhealthcare.nhs.uk)

NHS111 HR: 0300 1000 410 (Option1) [dhu111eastmidlands.humanresources@dhuhealthcare.nhs.uk](mailto:dhu111eastmidlands.humanresources@dhuhealthcare.nhs.uk)



## CONFERENCE

### The Code and Patient Advocacy

28 October 2019 | 09.30 – 4.30pm

Cost £50

Venue: 20 Cavendish Square, London W1G 0RN

Contact: Teresa Lynch, Pro-Life Nurses

Email: [teresalynch1@hotmail.co.uk](mailto:teresalynch1@hotmail.co.uk) Tel. 07721372786

### Lecturer / Senior Lecturer in Children and Young People's Nursing London



**Looking for a change?** If you are seeking an exciting opportunity that will challenge and help you develop, we are currently recruiting for posts within our teaching team. We are interested in individuals who would enjoy inspiring the next generation of nurses reach their full potential.

Apply: <https://jobs.lsbu.ac.uk>

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Extra shifts available.

Room on site for £100 a month only.

Lovely home in a popular village, easy commute to London.

Rate £17 per hour

Apply with CV Phone: 07555 543021



## CHILD HEALTH



## Clinical Educator

• Salary £36,513.96-£42,957.30 (dependant on experience)

A unique opportunity has arisen to work with a team who are committed to delivering the highest possible standards of palliative and end of life care to children and young people.

Derian House provides symptom management, palliative and end-of-life care, as well as short break respite care to children, young people and their families across Lancashire, South Cumbria and Greater Manchester.

With a dedicated clinical skills facility we are looking for the right candidate who can develop and lead a strategic workforce development programme providing opportunities for our own team and others across the region.

You will be a dynamic and highly motivated Registered Nurse; educated to at least degree level with experience of palliative and end of life care, delivery of training and education.

Derian House is a place where you can make a real difference to children and their families, and a great next step in your career. If you'd like to know more please contact Lynn Grayson, Clinical Director or Ben Leavesley HR Manager

Full details for this post can be found on our website. Individuals are required to complete an Application form which can be downloaded from our website [www.derianhouse.co.uk](http://www.derianhouse.co.uk) or by contacting Helen Holmes on 01257 233300 ([helen.holmes@derianhouse.co.uk](mailto:helen.holmes@derianhouse.co.uk))

**Closing date for Applications is 9am Friday 1st November 2019**

**Interviews to be held Wednesday 13th November**

Registered Charity Number 1005165

Derian House Children's Hospice is an equal opportunities employer and welcomes applications from all qualified candidates regardless of their sex, gender, sexual orientation, race, nationality or national or ethnic origin.

Successful appointments will be subject to a relevant disclosure and barring check.



WOULD YOU LIKE TO WORK FOR AN AMAZING ORGANISATION RATED OUTSTANDING BY CQC & OFSTED?

### Senior Staff Nurse – Nights

Are you registered nurse with experience of working with children and/or young adults?

We are an enthusiastic and skilled team of nurses, working with hundreds of staff to support up to 170 children and young adults with disabilities to access education in our specialist school and college based near Alton, Hampshire. We have immense job satisfaction, and love making a real difference to the lives of our students. We also enjoy continuity of care, an inspiring atmosphere, professional development, and a great work life balance.

We are looking to appoint an experienced nurse (adult, child or learning disability) to join our team for night shifts; you will be supporting care staff to deliver high quality care. There is comprehensive training, and electronic systems for care notes and medications. We are rated Outstanding by Ofsted and CQC in every area. You will need to have experience with children and/or adults with disabilities, chronic or life limiting conditions.

#### Vacancy details

- 2 nights per week (11 or 12 hours per night)
- Term time only preferred or full year contract considered
- Treloar Pay Spine Salary £27,778 - £37,202 plus night allowance + night allowance and therapeutic competencies allowance + £2000 Golden Hello (pro-rata for part-time staff to 36.5 hours)

#### Benefits:

- Excellent training
- Health Cash Plan
- Free wellbeing activities
- Generous holidays
- Perkbox discount scheme
- Free parking
- Life insurance
- Group Personal Pension Scheme
- Other benefits

#### Interested?

Further information and an application pack can be obtained by visiting [www.treloar.org.uk](http://www.treloar.org.uk) or for an informal visit please contact Georgina Flower (HR) on 01420 547400 ext. 3411.

Applications encouraged ASAP with a final closing date of 23rd October 2019.

Treloar Trust, responsible for Treloar School and Treloar College, is an equal opportunities employer. Registered charity number 1092857.



East London NHS  
NHS Foundation Trust

## We are recruiting to a new exciting post Roald Dahl Transition Care Community Nurse Band 7

The Specialist Children and Young People's Services at East London Foundation NHS Trust are pleased to announce, that in partnership with Roald Dahl's Marvellous Children's Charity, we are seeking to recruit a Community Paediatric Nurse to develop this innovative role as a Transition Care Community Nurse Specialist for Young People with special educational needs and complex disabilities (SEND) in Newham, East London.

The successful post holder will have a key role in empowering young people with SEND and their families to transition effectively into adulthood and to provide support, information and practical care during the period of transition. We are looking for a highly motivated and dynamic community nurse with experience caring for young people with SEND. This exceptional nurse would "never do anything by halves" and would be passionate about making a difference to the lives of the young people and their families in Newham.

This is an exciting opportunity, and if you are ready to take that next step with your career, we would love to hear from you. The successful applicant will be eligible to access the Roald Dahl Professional Development Package which will help them develop their career and the service.

For more information about the post, and contact details and closing date, please see our advert on NHS jobs website.



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**IN THE UK DEC '19**  
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23 & 37.5 HOURS PER WEEK

INCLUDING SHIFT WORK AND WEEKEND WORK

GRADE 5 SALARY £29,500 - £33,428 PER ANNUM (PRO RATA)

As a Registered Nurse you will be responsible for leading a team to ensure the delivery of excellent standards of care.

You would be a key part of a Multi-Disciplinary Team including Advanced Nurse Practitioners, Dementia Nurse Consultants, Practice Development Nurse, Speech & Language Therapist, Physiotherapists, Podiatrist, care staff and externally with our local GPs and other NHS healthcare professionals.

Erskine care as much for our employees as our residents and offer the following benefits:

- Free On-Site Parking
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- Enhanced Sick Pay
- Enhanced Maternity Pay
- Group Pension Scheme
- Enhanced Annual Leave
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- 3 Day Induction Programme
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- Healthy Working Life's Forum
  - o Daily Fresh Fruit
  - o Cycle to Work Scheme
  - o Yoga Classes
- Flying Start Programme for newly qualified RN's

Nurses must hold current registration with the NMC and have a legal right to work in the UK.

www.erskine.org.uk/work-for-erskine



Closing Date: Sunday, 27th October 2019

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 OF THE YEAR



**NHS**  
**Avon and Wiltshire**  
**Mental Health Partnership**  
 NHS Trust

# Mental Health Nurses

**Wiltshire Inpatient Services, Green Lane Hospital, Devizes and Fountain Way, Salisbury**

We invite you to join us on this journey within our friendly, well-established and enthusiastic teams and to enjoy a package of exceptional benefits.

Our two inpatient sites consist of psychiatric intensive care, adult acute, older adults, dementia and a health-based place of safety.

AWP is changing and we have recently appointed new board members including a new Chief Executive, Medical Director and Director of Nursing and Quality who are bringing fresh ideas and embedding clinical quality at the heart of our services.

It's an exciting time to join us. Our new locality management team champion improvements to our inpatient environments and we have recently developed a number of new nursing roles to support your clinical development pathway.

- Benefits include:
- generous annual leave entitlement
  - shift allowance
  - relocation package up to £8,000
  - flexible/part time considered
  - long service awards
  - access to NHS pension and staff discount schemes.

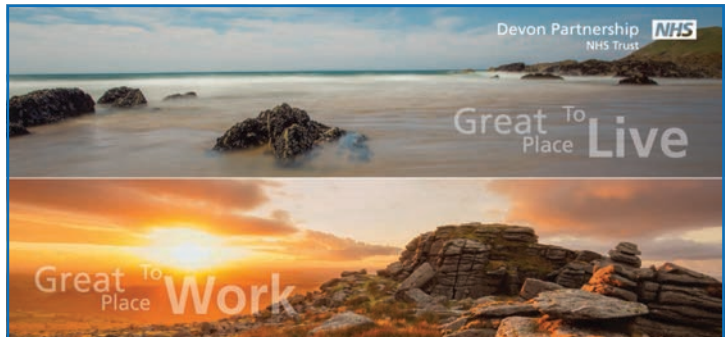
Informal enquiries and arrangements to visit welcomed. Please contact Lisa Newman PA to Modern Matron on 01722 820132.

To find out more and apply visit: [jobs.awp.nhs.uk](http://jobs.awp.nhs.uk) and click on 'Nursing and Midwifery'. Closing Date: 31 October 2019



- Supporting service users and carers
- Engaging our staff
- Being sustainable

**We invite you to our Recruitment Open Day on Saturday 9 November from 10am-3pm at Green Lane Hospital, Devizes SN10 5DS.**



**Reset your work life balance with a career in nursing at Devon Partnership NHS Trust**  
**Relocation package up to £8k**  
**Senior Staff Nurses Band 6 - Secure Services Directorate**  
**£30,401 - £37,267 per annum pro rata**

This is a great opportunity to join our nursing therapy team at one of the country's most respected providers of secure mental health services. As a Senior Staff Nurse for the Secure Services Directorate you will be based at Langdon Hospital in Dawlish, an 111 acre campus-style site which includes the recently-opened Dewnans Centre, a £27 million state-of-the-art 'medium secure' unit, as well as a number of 'low secure' and open wards.

You will be a qualified RMN and, although it is desirable to hold qualifications in other recovery based therapies such as DBT and CBT, it is not essential.

The CQC outstanding-rated hospital is located in the Devon Countryside, overlooking the Devon coast, with an onsite gym, patient-led café and free car parking.

**For an informal chat please contact Julie Wilson on 01626 884553 / 01626 884673 or email [juliej.wilson@nhs.net](mailto:juliej.wilson@nhs.net)**

**For further information or to apply for this role please go to: [www.jobs.nhs.uk](http://www.jobs.nhs.uk) - Job reference: 369-A-19-42185-5**

**mrc**  
 Medical Record Collation

**Mental Health Records Analysts**

We know the value experienced nurses can add to Clinical Negligence and Personal Injury cases. We're expanding both our in-house and sub-contractor teams. We're looking for a qualified mental health nurse to join our Cheshire-based team or for freelancers further afield. We'd love to hear from individuals with at least 10 years' clinical experience - you'll also need a meticulous nature and excellent grammar.

For more information and to apply visit: [www.medicalrecordcollation.com/join-us/](http://www.medicalrecordcollation.com/join-us/)

## TRAINING

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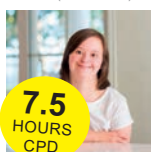


## FROM the health & safety group

### Safeguarding Adults Level 3 (1 Day) **NEW!**

**ONLY £75**  
+VAT

£90 (inc of VAT)



**7.5 HOURS**  
CPD

- ✓ Fulfill your duty of care
- ✓ Refresh Safeguarding Adults best practice
- ✓ Certificate valid for 3 years

**LONDON COURSES:-** OCT 7th, 12th NOV 5th

**BIRMINGHAM COURSES:-** OCT 2nd NOV 6th

**MANCHESTER COURSES:-** OCT 9th NOV 27th

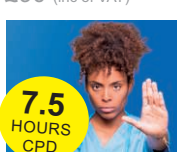
#### Course Content Includes: -

Abuse definition + patterns, Vulnerability, Adults at Risk, Types of Harm, Witnesses, CQC Reporting

### Breakaway Training (1 Day) **NEW!**

**ONLY £75**  
+VAT

£90 (inc of VAT)



**7.5 HOURS**  
CPD

- ✓ Refresh common breakaway techniques
- ✓ Protect yourself from physical assault
- ✓ Break away from aggressive situations

**LONDON COURSES:-** OCT 23rd NOV 26th

**BIRMINGHAM COURSES:-** OCT 23rd NOV 27th

**MANCHESTER COURSES:-** OCT 29th NOV 21st

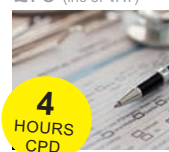
#### Course Content Includes: -

Causes of attack, warning + danger signs, challenging behaviour, verbal de-escalation, disengagement skills

### Clinical Record Keeping (½ Day)

**ONLY £65**  
+VAT

£78 (inc of VAT)



**4 HOURS**  
CPD

- ✓ Perfect your Clinical Record Keeping skills
- ✓ Avoid unnecessary negligence claims
- ✓ Best practice for clinical evidence

**LONDON COURSES:-** OCT 26th NOV 30th DEC 28th

#### Course Content Includes: -

Codes + Standards, Ethical Considerations, Caldicott Report, Counter Fraud, Common Errors

### Safeguarding Children Level 3 (1 Day)

**ONLY £95**  
+VAT

£114 (inc of VAT)



**7.5 HOURS**  
CPD

- ✓ Delivered by a qualified Safeguarding Expert
- ✓ Aligned to the 'Skills for Health' guidelines
- ✓ Certificate valid for 3 years

**LONDON COURSES:-** OCT 1st, 12th NOV 4th, 16th

#### Course Content Includes: -

Signs + Symptoms of child maltreatment, Responding to concerns, Reporting Strategies

### Medication Administration (½ Day)

**ONLY £65**  
+VAT

£78 (inc of VAT)



**4 HOURS**  
CPD

- ✓ Deliver, store + dispose of Medication safely
- ✓ Uphold user/ patient dignity
- ✓ Includes relevant and up to date legislation

**LONDON COURSES:-** OCT 9th, 30th NOV 6th, 20th

**BIRMINGHAM COURSES:-** OCT 8th NOV 5th

**BRISTOL COURSES:-** OCT 17th NOV 14th DEC 14th

**MANCHESTER COURSES:-** OCT 2nd NOV 26th

#### Course Content Includes: -

8 R's of Medication Administration, Prescriptions, Errors, Storing + Disposing, Contra Indications

### Venepuncture + Cannulation (1 Day)

**ONLY £95**  
+VAT

£114 (inc of VAT)



**6.5 HOURS**  
CPD

- ✓ Refresh most commonly practised invasive procedure
- ✓ Theory + simulation learning
- ✓ Includes latest compliance changes + legislation

**LONDON COURSES:-** OCT 5th, 16th, 22nd, 30th

**BIRMINGHAM COURSES:-** OCT 16th NOV 13th

**MANCHESTER COURSES:-** OCT 23rd NOV 14th

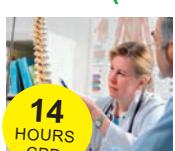
#### Course Content Includes: -

Practicalities of the Procedure, Equipment, Anatomy + Physiology, Complications, Infection

### People Moving & Handling Train the Trainer – Level 3 (2 Day)

**ONLY £395**  
+VAT

£474 (inc of VAT)



**14 HOURS**  
CPD

- ✓ Train key staff to deliver Moving + Handling Training
- ✓ Accredited by The Association of First Aiders
- ✓ Expert training materials provided

**LONDON COURSES:-** OCT 2nd - 3rd NOV 27th - 28th

**BIRMINGHAM COURSES:-** OCT 9th - 10th

**MANCHESTER COURSES:-** OCT 15th - 16th

#### Course Content Includes: -

Teaching Methods, Law + ACOPS Guidance, Controversial Techniques, Safe Lifting Techniques

### Mental Health Awareness (1 Day)

**ONLY £75**  
+VAT

£90 (inc of VAT)



**7 HOURS**  
CPD

- ✓ Identify signs, triggers and effects of Mental Health
- ✓ Understand causes, symptoms + treatment
- ✓ Provide high standard of support for patients

**LONDON COURSES:-** OCT 10th NOV 18th DEC 12th

**MANCHESTER COURSES:-** OCT 8th NOV 12th

#### Course Content Includes: -

Types + Causes, Support + Referrals, Discrimination + Stigma, Treatment + Medication

### Dementia Awareness (1 Day)

**ONLY £75**  
+VAT

£90 (inc of VAT)



**7.5 HOURS**  
CPD

- ✓ Expand your existing knowledge of Dementia
- ✓ Reinforce confidence when caring for Dementia patients
- ✓ Refresh Dementia care best practice

**LONDON COURSES:-** OCT 29th NOV 13th DEC 11th

**BIRMINGHAM COURSES:-** OCT 11th NOV 8th

#### Course Content Includes: -

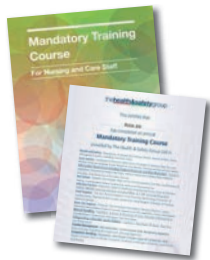
Anatomy of the Brain, Types of Dementia, Symptoms + Behaviours, Early Diagnosis

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**7**  
HOURS  
CPD



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## SKILLS FOR HEALTH CSTF = RED / ALL IN 1 DAY = BLACK

**LONDON CHISWICK**  
OCT - 4th, 19th, 25th, 26th

**LONDON KENSINGTON**  
OCT - 2nd, 5th, 8th, 9th, 12th, 16th, 19th, 22nd, 23rd, 26th, 29th, 30th

**LONDON EUSTON**  
OCT - 4th, 5th, 7th, 11th, 12th, 14th, 18th, 19th, 21st, 25th, 26th, 28th

**LONDON VICTORIA**  
OCT - 1st, 3rd, 5th, 8th, 10th, 12th, 15th, 17th, 19th, 22nd, 24th, 26th, 29th, 31st

**LONDON STRATFORD**  
OCT - 1st, 2nd, 3rd, 4th, 5th, 7th, 8th, 9th, 10th, 11th, 12th, 14th, 15th, 16th, 17th, 18th, 19th, 21st, 22nd, 23rd, 24th, 25th, 26th, 28th, 29th, 30th

**LONDON WATERLOO**  
OCT - 1st, 4th, 5th, 8th, 11th, 12th, 15th, 18th, 19th, 22nd, 25th, 26th

**CROYDON**  
OCT - 3rd, 8th

**READING**  
OCT - 1st, 10th, 15th, 22nd, 29th

**LUTON**  
OCT - 2nd, 9th, 16th, 24th, 30th

**OXFORD**  
OCT - 7th, 21st

**BIRMINGHAM**  
OCT - 1st, 2nd, 3rd, 4th, 5th, 7th, 12th, 14th, 15th, 17th, 18th, 19th, 21st, 22nd, 24th, 26th, 28th, 29th, 30th, 31st

**COVENTRY**  
OCT - 2nd, 16th

**LEICESTER**  
OCT - 15th, 16th, 30th

**BRISTOL**  
OCT - 1st, 8th, 10th, 15th, 22nd, 24th, 29th, 31st

**CARDIFF**  
OCT - 2nd, 10th, 23rd

**EXETER**  
OCT - 3rd, 17th, 25th, 31st

**SOUTHAMPTON**  
OCT - 7th, 11th, 18th, 28th

**PORTSMOUTH**  
OCT - 9th, 18th, 23rd, 25th

**BOURNEMOUTH**  
OCT - 7th, 10th, 16th

**BRIGHTON**  
OCT - 3rd, 8th, 22nd, 24th

**MAIDSTONE**  
OCT - 3rd, 10th, 17th, 18th, 24th, 31st

**MILTON KEYNES**  
OCT - 8th, 15th, 22nd, 29th

**COLCHESTER**  
OCT - 17th, 23rd

**CHELMSFORD**  
OCT - 9th, 30th

**HUNTINGDON**  
OCT - 4th, 11th, 18th, 25th

**NORWICH**  
OCT - 15th, 21st

**NORTHAMPTON**  
OCT - 1st, 8th, 15th, 22nd, 29th

**PETERBOROUGH**  
OCT - 16th, 23rd

**DERBY**  
OCT - 9th, 23rd

**NOTTINGHAM**  
OCT - 11th, 18th, 22nd, 25th

**SHEFFIELD**  
OCT - 3rd, 10th, 14th, 17th, 24th, 31st

**LEEDS**  
OCT - 2nd, 4th, 5th, 9th, 10th, 11th, 16th, 18th, 19th, 23rd, 25th, 30th

**LIVERPOOL**  
OCT - 2nd, 7th, 21st, 31st

**MANCHESTER**  
OCT - 1st, 3rd, 4th, 5th, 7th, 10th, 11th, 12th, 14th, 17th, 18th, 19th, 21st, 22nd, 25th, 26th, 28th, 30th, 31st

**BRADFORD**  
OCT - 8th, 22nd

**PRESTON**  
OCT - 9th, 23rd

**NEWCASTLE**  
OCT - 2nd, 3rd, 14th, 17th, 31st

**HULL**  
OCT - 1st, 9th, 23rd, 29th

**GLASGOW**  
OCT - 7th, 11th

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