

# Leaders in London

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## Welcome

This summer the RCN is fighting disparity within the UK. While our Celtic cousins in Scotland, Wales and now Northern Ireland receive the Pay Review Body recommended pay rise of 2.5% in full backdated to 1 April, nurses in England must take part in a ballot on industrial action to fight for parity.

The RCN believes that this is a preventable state of affairs, which could easily be corrected at a relatively small cost (£60m) to the

Government. But we remain committed to supporting our members in achieving a full settlement of the pay award, backdated to 1 April.

Ballot papers have been sent out, and we would urge you to use your vote, whichever side of the argument you may be on.

You may have heard about the on-going Council elections. Here in London, three candidates have been nominated. Once again, we urge you to use your vote.

Council MUST represent the thoughts and feelings of the majority of members. This is the only way action can truly be taken on your behalf.

Diversity continues to be a priority. The RCN's Diversity Unit has launched equality schemes on disability, gender and race, and has developed a Diversity Toolkit, encouraging members to become Diversity Champions in their workplaces.

For more information, please go to the Valuing Diversity section of the RCN website at <http://www2.rcn.org.uk/diversity>

Ashok Bukhory, East London and The City Mental Health NHS Trust and Sue Lister, Royal National Orthopaedic Hospital NHS

Trust are this year's recipients of the RCN London Merit Awards.

*Bernell Bunne*



## News in London

**NHS constitution:** New Health Secretary, Alan Johnson has announced a thorough review of the NHS, with an admission that the government was responsible for the low morale of NHS staff.

He has asked Health Minister, Sir Ara Darzi, to conduct an 11-month appraisal, looking at how nurses and doctors and other healthcare staff can regain ownership of NHS reform.

The review could lead to an NHS constitution setting out its value, priorities and lines of accountability. Mr Johnson also announced an extra £50 million to help front line staff step up the fight against infections such as MRSA and Clostridium Difficile.

**London Focus:** On 11 July, the document 'Healthcare for London: A Framework for Action' was launched. In it, Sir Ara Darzi lays out the framework for the next ten years in London. To view the document and leave your comments, please go to [http://www.healthcareforlondon.nhs.uk/framework\\_for\\_action.asp](http://www.healthcareforlondon.nhs.uk/framework_for_action.asp)

This was presented as a 10 year strategy under the service delivery models of Birth & Maternity, Staying Healthy, Mental Health, Acute care, Planned care, Long-term conditions and End of life care.

Professor Darzi's key recommendations are to Improve Access, Quality and Safety, and promote Staying Healthy, through a network of 'super' hospitals, specialist hospitals and poly-clinics.

### RCN opens indicative ballot on pay

The Royal College of Nursing has this week opened an indicative ballot on pay for members employed by England's NHS.

The ballot is being held in response to the Government's decision to stage the award of 2.5% recommended by the independent pay review body.

England is the only country in the UK not to abide by the review body's recommendation and the RCN believes staging the award will reduce its value to 1.9%. This comes at a time when inflation and interest rates are increasing the cost of living.

Members are being asked to decide whether or not the RCN should hold a formal ballot on industrial action and what types of action would be appropriate in their place of work.

The options presented to members for their consideration include:



- .Refusal to work overtime
- .Refusal to work unpaid overtime either before or after a shift
- .An insistence that breaks are taken as per Working Time Regulations Refusal to work bank or agency shifts
- .Refusal to change shifts at short notice
- .Refusal to attend training outside of working hours
- .Refusal to cover shortages caused by annual leave
- .Refusal to cover any shortages or gaps in service caused by others taking industrial action.

The ballot will close at 12:00 pm on Monday 6 August and the results will be announced shortly afterwards.

More information about the indicative ballot can be found at [www.rcn.org.uk/ballot](http://www.rcn.org.uk/ballot).

# Campaign News

Food and water are essential elements of care - as vital as medication and other types of treatment.

**Nutrition Now** is a new clinical campaign launched by the RCN to raise standards of nutrition and hydration in hospitals and the community. The campaign is planned to run until April 2008 and aims to give nurses the practical tools, support and evidence they need to make nutrition a priority in the area where they work.

The Campaign has six goals:

Nutrition to be treated as a greater priority by nurses, other members of the multidisciplinary team, management and Government.

Patients' experiences of nutrition and hydration to be enhanced in the focus sites

All ward environments and care home settings to implement the principles of protected mealtimes effectively

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All inpatients and people in care home settings to have a nutritional screening completed and actioned within 48 hours of admission

Each country to have its own standards for nutrition and hydration.

Initiate change in local attitudes and behaviours towards food and nutrition

We have developed a range of activities for enhancing nutritional care to support these goals.

One of these activities is a series of workshops which we are planning to facilitate across the UK. We would like to facilitate these within organisations.

The RCN is planning an outreach programme in the Autumn, where nutrition workshops will be held for frontline nursing staff in local organisations.

If you would like to be considered as a workshop site, please email [debbie.dzik-durasz@rcn.org.uk](mailto:debbie.dzik-durasz@rcn.org.uk).

- 1. Nutrition is a clinical issue** that is rapidly gaining more and more of a profile in the health community.
- 2. The Royal College of Nursing has made nutrition its top clinical issue** in this financial year and would like to work with Directors of Nursing on this priority for the organisations and teams they lead.
- 3. One of the campaign goals is to change local attitudes and behaviours.** But change can only come about with good leadership: leadership from Directors of Nursing; leadership from matrons and senior nurses; and finally, leadership from ward managers.
- 4. One of the key principles contained in the original document is leadership.** The principles can be found on our campaign website: [www.rcn.org.uk/nutritionnow](http://www.rcn.org.uk/nutritionnow).

# nutrition now

# Leaders' Networking

## From You -

Leaders in London is a network, and the information super highway is a two-way street. To that end, this new column is here to develop that exchange of ideas.

Tell us about PCT commissioning plans and decisions. Is there nurse involvement and is it you?

Let us know about local PBC developments. Where are the clusters and where are the nurses, and what is the relationship between clusters and PCTs?

What do you know about

PCT plans to remove their provider function? Do you know where to?

What kind of tendering processes are there?

What is happening about commissioning the future community nurse workforce? Are you involved?

Are newly qualified nurses finding community nursing posts?

## From Us -

**NHS London** is running a review of Tuberculosis services with South Bank University. Lynn Young, Malcolm Cocksedge, and Sue

Dart (RCN TB forum) are on the committee. Please email Lynn Young at [lynn.young@rcn.org.uk](mailto:lynn.young@rcn.org.uk) if you want more details.

**DH led** Health Visiting review is available and HVs will target families in need, work on health promotion and parenting skills. Kate Billingham leads on this work and the RCN is supporting it.

**Modernising Nursing Careers** continues, with a community work stream, at the last meeting, the CNO is considering a DN review. Future DNs need the skills and

competencies of the current community matron. Jane Naish, Katrina Maclaine and Lynn Young are involved.

**Will the arrival** of Gordon Brown and Alan Johnson soften the drive to bring market forces into Primary health care, and diminish the PCTs' pressure to remove provider function?

The DH has stopped all community tariff work.

**The Healthcare Commission** is starting to explore regulation possibilities in primary care. More information is available via Lynn Young.

There is new DH guidance on the funding of long term care.

# Policy Update



## Current consultations are:

- Europe's social reality: a stocktaking
- NMC Code of Conduct
- AIDS Strategy Consultation – Updating Taking Action: the UK's strategy for tackling AIDS in the developing world
- Consent: Patients and doctors making decisions together
- Raising Standards, Improving Outcomes: Draft Statutory Guidance on the Early Years Outcomes Duty
- New deal for carers
- NMC consultation on equality and diversity
- Discrimination - does it matter?
- Effective consultation

## Productivity and the Nursing Workforce

A policy briefing on productivity was sent to all DNs in England.

Policy and Institute colleagues have worked together to produce this briefing particularly in light of the work on lean methodology that the NHS Institute for Innovation and Improvement is leading in England and which we know many Trusts are pursuing.

Whilst some of the lean techniques are management practices that have been pioneered through the RCN Clinical

Leadership programme, within the current financial climate we are concerned to ensure that any productivity savings or improvements are reinvested in patient care, rather than identified as cuts to services.

This is a central message of the briefing which is available on the policy pages of the RCN website at [http://www2.rcn.org.uk/resources/policy\\_unit/briefings/commentary/2007](http://www2.rcn.org.uk/resources/policy_unit/briefings/commentary/2007)

**Howard Catton**

**Head of RCN Policy Development and Implementation**

As well as issuing briefings, the Policy Unit receives consultation documents which are allocated a lead RCN staff member with the relevant expertise to formulate a response.

If you would like to take part in this process, please contact the appropriate lead RCN staff member mentioned on the web page.

Please go to [http://www2.rcn.org.uk/resources/policy\\_unit/consultations/current\\_consultations/2007](http://www2.rcn.org.uk/resources/policy_unit/consultations/current_consultations/2007)

# Perceptions of Care

'Perceptions of Care' was launched at RCN London's Nurses' Day celebration event at City Hall on 11 May, which was supported by NHS London and The London Health Commission. As Chair of the Nurses' and Midwives Network until 2006, London Board member Ursula Gallagher was on hand to introduce the report, which aims to help nurses and

midwives improve care to patients by redressing the balance between the technical, the caring and the ethical elements of the art and science of nursing.

The report is targeted at nurses, midwives, patients, service users, leaders, NHS Boards, educators, commissioners and regulators of health care services.

'Perceptions of Care' makes seven recommendations;

- Building a caring and compassionate work force
- Caring and competent leaders
- Developing compassionate communication
- Creating therapeutic environments
- Improving the evidence base

- Leading a caring organisation
- Commissioning for quality care

For more information, and to download the complete document, please go to <http://www.lnnm.co.uk/news/perceptionsofcare.htm>



# View from the Board

The RCN London board met on 21 June and a number of key issues were discussed;

1: Ballot - the Board received a presentation on the forthcoming indicative ballot with the emphasis that this ballot was not to take industrial action but to decide if the membership should be balloted on industrial action.

2: The board received a presentation on the work of the Research & Development Unit based in Manchester and there was discussion regards what research the RCN could be doing. If you have any views on this please email [leadersinlondon@rcn.org.uk](mailto:leadersinlondon@rcn.org.uk)

3 The board received an update from the five sectors and a number of key themes

regards employment for qualifying students and the impact of education budgets and escalating housing costs on recruitment and retention.

4 The board agreed to set up a small 'task and finish' group to identify, map and integrate the role of the five regional board members.

**Council elections** - the board encouraged members to stand and all members to be involved in the Council election process. Ballot papers will be dispatched from 1 August.

**The next Board meeting is 6 September and you are always welcome to attend as an observer.**

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## Dates for your diary

### RCN Events and happenings around the Region

**London Board meeting - 6 September 2007 in Room 210 at RCN HQ, 20 Cavendish Square, London W1G 0PQ. Everyone welcome**

**Business Skills for Nurses - 26 September 2007 at Ibis Hotel Earls Court, London SW6. Speakers to include Dr Peter Carter, Louise Boden, Ursula Gallagher. For further information, please contact [www.businessskills4nurses.co.uk](http://www.businessskills4nurses.co.uk), telephone 0845 056 7889 or email [conferences@emap.com](mailto:conferences@emap.com)**

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### 2008

The 2008 International Nursing Research Conference - 8 - 11 April 2008, The Britannia Adelphi Hotel, Liverpool. Currently calling for papers, with submission of abstracts requested to be via the online abstract management system, with a deadline of Monday 17 September.

#### Royal College of Nursing Human Rights appeal case in Court of Appeal

Many of you will know of the problems faced by our members and other careworkers who have been listed under the Protection of Vulnerable Adults (POVA) or Protection of Children Act (POCA) Scheme without a hearing. Listing, whether provisional or confirmed carries an automatic workforce ban and is effective without a hearing. Some cases have taken well over a year to clear the member's name. The POVA Scheme is not yet effective in acute NHS settings, but does cover any NHS staff who provide care in a person's own home.

The workforce ban that applies to those under investigation takes place irrespective of whether the nurse has been referred to and in most cases, cleared by the NMC.

The RCN had a convincing win with a High Court Judgment that the current Protection of Vulnerable Adults Act List scheme is incompatible with two Articles of the European Convention on Human Rights. Both the Secretary of State for Health and the Secretary of State for Education have appealed against this judgment to the Court of Appeal.

The hearing took place in London, 18-19 July and although judgment will not be given immediately, there will be detailed consideration of the arguments. If you or any of your staff would like to know the outcome of the hearing please contact Helen Caulfield in the RCN legal department - [helen.caulfield@rcn.org.uk](mailto:helen.caulfield@rcn.org.uk)

**Helen Caulfield, Solicitor & Policy Adviser, RCN**

#### For nurse leaders supporting their staff through changes in the workplace

Career and Life Coaching is a new way to bring about real life transformations using an effective and flexible approach. The programme is run by Pauline Banks, an experienced nurse who worked until recently as a Director of Nursing, and Debbie Lee who has led many national changes including designing and implementing NHS Direct.

'fast training' is in the business of helping people prepare for the future. With the changing employment scene, and the evolving technological developments, people are facing life changing decisions about where their future employment and career opportunities will be. We take them through easy and practical steps to bring

about positive energy and the inspiration to take control in today's complex environments. We are flexible in our approach and happy to design programmes to meet any needs.

For further information please

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Or go to: [www.fasttraining.co.uk](http://www.fasttraining.co.uk)

