

Leaders in London

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Welcome

Hello and welcome to this edition of Leaders in London. We are currently involved in a dialogue with members over the Healthcare for London: Consulting the Capital document.

The consultation ends on 8 March, and we have an online survey posted on the RCN London web page which we will use to gauge our members' involvement with this important issue. We will then be using that

feedback to inform our official response to NHS London.

This is shaping up to be the dominant discussion in healthcare policy in 2008. With so much explanation needed to engage members and public alike, we are urging everyone to take a look at the proposals.



Discussions are happening at all levels – from local authority decisions over the day to day running of hospitals to the strategic dynamic at NHS London.

Decisions are being made that affect a wider and wider agenda. Is it primary over acute care? A local hospital that does everything or super-sized specialist centre and poly-clinics? These are big questions.

Bernell Bunce

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**RCN London Healthcare
for London Seminar, 18
February 2008**

The launch of *'Healthcare for London: Consulting the Capital'* at the end of 2007 is dominating the London healthcare horizon.

In preparation for the RCN response to this, we will be holding a seminar at RCN HQ on 18 February 2008.

Invited speakers are Councillor Mary O'Conner, Chair of the Joint Overview and Scrutiny Committee and Don Neame, Director of Communications for the Healthcare for London programme. Attendees will be engaging in the consultation process with a workshop session and feedback.

It is intended that the results of these will be published on the RCN London web page, as well as informing the official RCN evidence to the consultation.

This consultation is a very important step on the road to the future of healthcare in London, and we want to find out what you think about the changes that are coming.

Places are available on a strict 'first-come, first-served' basis, so please contact Alice Hendry at alice.hendry@rcn.org.uk to reserve your seat.

THE VICTORIA CLIMBIÉ FOUNDATION-UK (VCF) ANNUAL CONFERENCE

Victoria Climbié 7 Years On: Does Every Child Matter?

Victoria's death demanded root and branch changes within the child protection system.

This conference will seek to address the implementation of the reforms advocated by the Laming/Climbié Inquiry Report and the government response through its green paper 'Every Child Matters'.

Recent cases involving child deaths or serious injuries highlight increased concerns

about whether child protection or safeguarding agencies are truly addressing-at operational level- the needs of all children to be protected. What has been achieved to improve current policies and practices? Have we achieved more effective communication and levels of information sharing between partner agencies within the child protection system? Are we in danger of losing the vision of 'Every Child Matters'?

VCF – the established leading organisation campaigning for

improvement in child protection policies and practices – is the link organisation between statutory agencies, care services and the BME community. For details about this conference see: www.victoria-climbie.org.uk or contact info@victoria-climbie.org.uk

**Supported by the
Children and Young
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Campaigns

Health Care Assistants and Nursing

From the origins of this role in the Crimean War, the HCA/HCSW (or more recently, the Assistant Practitioner) has been an important player in the nursing/healthcare team. The current drive for patient-led services means that services be built around patient need and not for the needs of professional groups.

As a valued member of the nursing team health care assistants (HCAs) can join the Royal College of Nursing. Whether they work in the NHS, voluntary or the independent sector the RCN provides specialist support to those who deliver nursing care.

Linked with the government's "Widening Participation" agenda, the importance of this role in "Modernising Nursing Careers" and the proposed regulation of support workers, now is the time to clarify and value these emerging and rapidly developing roles.

When education, standards, clear job boundaries are in place, this level of staff can really help with the challenges of care today, allowing professional staff to undertake their own roles, confident that essential care is being delivered by well trained, effective and motivated staff. Examples from GP practices, many who have embraced the HCA role show that care can improve dramatically by valuing and encouraging their staff to develop new skills. In 2005, as a result of impact of HCAs providing flu vaccines, for the first time planned nursing services were unaffected by the demand for vaccination.

Practice nurses are able to develop and specialise and focus on long term conditions, with reduced length of long term conditions appointment time from 20 minutes to 15 minutes. There are many more examples where employers have been rewarded for their investment in this staff

group, and must be an essential part of future workforce planning.

Think Positive

As an organisation that promotes excellence in care, the Royal College of Nursing is committed to improving the knowledge and skills that its members have regarding HIV care, and to encouraging a change in attitudes that will help end the stigma that continues to surround this disease.

We believe nurses must be equipped with these skills regardless of where they work, and should strive to communicate and practice sensitively.

People with HIV say they are often made to feel different by doctors, nurses and other health workers. Whether that stigma is real or perceived to be real makes no difference.

Nurse directors can create and foster an environment within their organisations that allows the sharing of good practice among nurse specialists and other disciplines.

They can look at specific

opportunities where patients with HIV and using the service can feed back their experiences with healthcare teams.

Finally nurse leaders can ensure that nurse managers are aware of the issues affecting people with HIV by sharing information and good practice across the organisation, and so developing and improving services for users.



Wherever you work in nursing, please make sure you 'think positive':

- Know the facts about HIV
- Care for the person, not just the disease
- Practice and communicate sensitively
- Know which charities and groups offer extra support for patients
- Contact your local HIV service for advice on best practice

Politics

There are two Bills that will be a particular focus for the RCN in the coming Parliamentary session. These are the Health and Social Care Bill, and the Human Fertilisation and Embryology Bill.

The Health and Social Care Bill will create a

new integrated regulator for health and adult social care bringing together existing health and social care regulators into one regulatory body: the Care Quality Commission.

It will also reform professional regulation to enhance public and professional confidence and strengthen clinical governance as part of the Government's response to the Shipman Inquiry.

The Human Fertilisation and Embryology Bill is set to update the regulation of assisted reproduction and embryo research. It will also account for changes in public attitudes.

There are also a number of other Bills that will be of interest to RCN members, such as the Housing and Regeneration Bill; the Children in Care Bill; the

Draft Citizenship and Immigration Bill; and the Criminal Justice and Immigration Bill.



NHS Constitution

The RCN has launched a Policy Debate with members on the content, merits and risks of an NHS Constitution and its implication for nursing practice across the UK.

The suggestion for an NHS Constitution has come from politicians of all major parties, and further development work has been undertaken by think tanks. The driver for this relates to the impending 60th NHS anniversary.

The interim Darzi Review has seen the

creation of six national working groups, including one on the NHS Constitution, led by David Nicholson and chaired by Minister for Care Services, Ivan Lewis MP. There will be a significant Government consultation on the introduction of an NHS Constitution. The RCN is raising the Debate among members so that a full discussion on the content, risks and merits can be debated in advance of any formal Government consultation.

The Policy Debate will ensure there is ample opportunity for members to assess the issues that would affect quality nursing care, local accountability and UK wide regulation, and commitments to funding NHS from central taxation in advance of a formal Government consultation. While this initiative is being driven from England there are UK wide issues arising that will affect the ability of nurses to maintain a cohesive UK approach to matters of patient

care, funding and NMC UK regulation.

A range of materials that will assist you in the Debate are available on the RCN website. We will present the findings of the debate at a Congress fringe.

Helen Caulfield
Policy Advisor

Briefings detailing the RCN position on government initiatives and policies are available on the RCN website at http://www.rcn.org.uk/about/policy/unit_briefings.php

Social Care Concordat

On 10 December 2007, Alan Johnson and five other Ministers joined David Nicholson and the Chair of the LGA and the President of Association of Adult Social Services to launch the Social Care Concordat.

This is a significant development for both health and social care,

as NHS monies have been used to establish a Social Care fund of £520m. It will be used to support personal budgets for service users giving individuals choice and control over how money is spent (i.e. for carer support, respite care and equipment).

Those speaking at the

launch firmly believed that in the longer term, this will result in improved value for money and empowerment of individuals.

A significant question was also raised about whether this approach should be used for people with chronic and

long term conditions (health needs).

It was acknowledged that this would present a challenge as it would bring a means tested system into direct contact with care that is currently free at the point of need.

Howard Catton
Head of Policy Development and Implementation

Fresh Start

Peter Carter, RCN General Secretary and Chief Executive, continues with the RCN Freshstart initiative.

The General Secretary is determined to meet, talk and listen to senior nurses across England. So far he has met with Directors of Nursing in London,

Eastern, South East and West Midlands, these sessions have allowed you to meet Peter Carter and his executive team.

The aim of these workshops is for nurse leaders to meet Peter and jointly outline what their membership needs and expectations are.

So far, we know that you want easy access to advice, information on RCN policy, and regular briefings on nursing specific policy, practice and hot issues.

We know you need support, and RCN evidence and papers can help you with the challenges that lie ahead.

In its 2008 - 2013 Strategic Plan, the RCN

is committed to setting up a bespoke business unit that will meet the needs of senior executive nurses.

Watch this space for more news!

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**Royal College
of Nursing**
London

Dates for your diary

RCN Events and happenings around the Region

London Board Meeting

Date: 13 March 2008

Location: Room 210, RCN HQ, 20 Cavendish Square, London W1G 0RN

Observers welcome. Please contact Pamela Nelson, Board and Committee Administrator at pamela.nelson@rcn.org.uk for more information.

RCN Congress and Exhibition 2008

“Be part of shaping *your* RCN’s future agenda”

Location: Bournemouth International Centre, Bournemouth

Date: 27 April 2008 to 01 May 2008

Congress and Exhibition 2008

London Region Activists' Conference

Date: 26 June 2008

Location: RCN HQ

For further details, please contact Events Administrator Zoe Jammeh at zoe.jammeh@rcn.org.uk



Mayor's Health Inequalities Strategy – GLA Health and Public Services Committee

Under the 1999 Greater London Authority Act, the Mayor of London has a duty to ‘promote improvements in the health of Londoners’. The 1999 Act as amended by the 2007 Greater London Authority Act gave the Mayor additional health duties including the responsibility to develop and lead a London-wide Health Inequalities Strategy.

The Health and Public Services committee has a number of key issues for discussion including: Links between the Healthcare for

London Framework, the Health Inequalities Strategy and other Mayoral strategies, including the Mayor’s Refugee Strategy which the Committee recently examined. How the initiatives in the strategy will be achieved; the evidence base for the strategy; and the priority work areas within the strategy and who will lead on these.

The draft of the strategy was released for consultation on 30 January 2008, with a presentation by Alex Bax, the Mayor’s Senior Policy Advisor for health at the Committee meeting on 5 February. The Mayor’s policies to reduce health inequalities under six strategic objectives are to address income and poverty; employment and workplace well-being; individual and community empowerment; accessible, high quality public services; healthy

places for all; and creating knowledge and sharing learning. Further information on the Strategy can be found here

<http://www.london.gov.uk/mayor/health/strategy/index.jsp>

Institute for Innovation and Improvement

The National Breaking Through Programme has commissioned a series of master classes that are designed to help BME staff succeed in an NHS career. The criteria for access to master classes are to be AfC grade 5-7, have manager support, have a substantive post within the NHS and be from a BME background.

Subjects will include: Communicating & Influencing - exploring key influencing and communication strategies; Commissioning - understanding what commissioning means in the NHS, how the organisations involved in commissioning (including providers) interact and the processes involved in the commissioning cycle; Negotiating Skills; Interviews Skills; Finance; Verbal Reasoning ; Numerical Reasoning; Presentation of Self; Project & Report Writing; and Understanding how groups work.

For further information or to book a place for one of your staff please contact Ramima.Khanam@institute.nhs.uk