

Leaders in London

leadersinlondon@rcn.org.uk



Welcome

Welcome to another edition of **Leaders in London**. In the last edition I welcomed a new Chief Executive to head up the London SHA, NHS London, so it is with a certain sense of *deja vu* that I extend the same welcome to Ruth Carnall.

The fast change at the top of the SHA has not been helped by the lack of appointment of a chief nurse for London and though much speculation abounds, it will be better when

both the appointment and portfolio are settled.

I am hopeful that the new body will serve the capital well, but am keen to see some stability in the leadership and evidence of new approaches to supporting the delivery of healthcare in the capital and involvement of all groups with an interest in the health of Londoners.

In this issue of 'Leaders', RCN London brings to you the latest news, policy briefings and campaigns. I

hope you find some of the information helpful and that you will take the opportunity to feedback any suggestions or comments.



Bernell Bunne

Director, RCN London

Issue 4 September 2006

To celebrate Dr Beverly Malone's six years as General Secretary, and to enable us to say goodbye and wish her well, the London Region has arranged drinks and canapés on Wednesday 8 November at 18.30 in Council Room, 20 Cavendish Square. This will be a short, informal event which will give us the opportunity to thank Beverly for her wonderful contribution to the RCN and to nursing in general. If you are interested in coming along then please contact Zoe Jammeh on 020 7927 7230 or email her on zoe.jammeh@rcn.org.uk, so that we can organise the catering.

Regional News

As we reported in the last issue of Leaders in London, Dr Beverly Malone will be leaving the RCN in early 2007.

There has been much conversation among members on the RCN Discussion Zone on whether the post should be elected by the membership. However, at the time of writing, the post of General Secretary has been advertised and the selection panel agreed.

RCN London notes with concern the removal of band 5 nurses from the protected employment status. This short-sighted measure, brought in to protect nursing graduate jobs this year, effectively means that overseas nurses lose their right to work in the UK, and does not take into account that once the current glut of nurses are into their careers and off band 5, the prospect is that there will again be shortages of nurses to work in the NHS. And recruiting from abroad will again become the norm, but this time it will be much harder to attract nurses to come and work here as they will be worried that once their services are

no longer required, they will be shipped back home again.

And that's not to mention what will happen to nurses who are currently here, and whether they will be allowed to stay.

The RCN Council has agreed a property strategy

to decide the future of the historical HQ in Cavendish Square and other properties in the RCN portfolio around the country. Obviously this is a matter of concern to us - wherever the HQ goes, RCN London will go too.

In July, Council decided to set up a group to look at the options and timetable for the sale of 20 Cavendish Square.

The group will comprise five elected Council members and will be chaired by the Chair of Council, Eirlys Warrington. All Council members will be involved in developing the terms of reference for this committee and will be supported by senior staff.

The committee will recommend to Council the options and timetable for the sale of 20 Cavendish Square and will oversee the search for a new headquarters in central London. Council hopes to be in a position to take decisions about the way forward on Cavendish Square in November.

London Board Elections

The following people have been elected unopposed into the following seats:

South West: Michael Smith and Marcelle De Sousa

North Central: Christopher McDonnell and Philip King

North East: Ian Norris

West: Felicia Salmon

South East: Karen Saunders

Student: Jean-Paul De Wet

London Equality Network: Babs Steele

They will take their seats after the AGM in October.

Leaders in London now has its own designated email address. Please contact the editorial team on leadersinlondon@rcn.org.uk with your comments, news and views, as well as any suggestions you may have for future issues.

Campaign Update

Deficits

The RCN's deficits campaign continues and we are urging as many people as possible to sign the petition against the cuts to nurse jobs and patient care. Please go to www.rcn.org.uk/deficits to sign the petition online or to print one off for colleagues. Also on the same web page an online survey into training budget cuts. We are investigating whether deficits are having an impact on the training of nurses in the NHS. Is crucial training being delayed or cancelled to save money?

The deficits page also has the RCN 'Deficits Myth Buster', a document designed to unpack some of the issues around the problem. During the course of our campaign a number of myths have emerged in relation to the size and the scale of deficits, the facts and figures produced by the RCN and the impact of deficits on services, patient care and the nursing profession. Designed for local activists the myth buster helps RCN members on the ground get to grips with what the real issues are.



NHS Pensions review consultation

A consultation is now underway in England and Wales about proposals to change the NHS pension scheme, with separate consultations being held in Scotland and Northern Ireland.

Following three years of negotiations – and the government's promise to protect the normal pension age for current scheme members – two schemes are being proposed: one for existing members of the scheme and one for those joining after December 2007. The RCN is pleased with the proposals and believes they represent a good deal for members. The pension will remain a final salary, defined benefit scheme and existing members will continue to be able to retire at 60 (or 55 if they belong to a special class).

Also included are plans to introduce a tiered contribution scheme. Although some staff will pay a little more into their pension every month, contributions will be linked more closely to benefits received. NHS Employers is carrying out a consultation on the deal, which can be found here

<http://www.nhsemployers.org/pay-conditions/pension-review-staff.cfm>

The RCN has produced a briefing on the deal, which you can access here http://www.rcn.org.uk/downloads/nhs_pensionsreview/rcn_pensions_leaflet.pdf

"Every single nurse working in the NHS is going to be affected by these changes. I would urge all our members to look closely at these proposals and tell us what they think about them so we can make sure the nurses of today and tomorrow will continue to have a first-class pension scheme"

Dr Beverly Malone

Capital Politics

The quiet political summer is soon set to end with the party conference season and a resumption of business at City Hall.

The RCN will be present at the conferences of the main three political parties. We are looking raise a large number of issues with politicians including the NHS pensions review, the RCN's "No to 65 campaign", the forthcoming

white paper on out-of-hospital care, financial deficits, school nurses and violence against staff. For more information on the RCN conference activity, including dates and times of our fringe events, go to www.rcn.org.uk/partyconferences.

At City Hall, the autumn will see an investigation by the London Assembly Health and Public Services

Committee into Community Mental Health Services. The committee published its report into London's water shortage in July, which included input from RCN London Board member Linda Bailey on the public health aspects. The report can be found here <http://www.london.gov.uk/assembly/reports/health/london-drought.pdf>



**Laurence Meehan
Public Affairs Officer**

Briefings from the Policy Unit

Four new Policy Unit Briefings are now on the RCN website. They are:

10/2006 Department of Health Tender for Commissioning Services
This sets out the main provisions of the Pre-Qualification Questionnaire and the Memorandum of Information that the bidders need to complete. Also included is some commentary from the RCN about the implications of the tender, since it is a significant policy development, taking private and independent sector

involvement in the NHS to a new level.

11/2006 Payment by Results: Update and Discussion
This paper was developed after a seminar on PbR. The aim is to provide an update and stimulate further discussion.

12/2006 Patient Choice, Patient Outcomes and Nurse Staffing
This discussion paper is aimed at prompting further debate on the work of the RCN on involving patient organisations in the work

of moving the patient choice agenda forward.

13/2006 Health Reform in England: Update and Commissioning Framework
This briefing is designed to give an overview of key proposals in the next stages of the of the Government's reform agenda, and suggest what some of the critical issues may be for nurses and nursing.



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

The Professional Development Framework

The Professional Development Framework is the transformational process to review, realign and refocus RCN activity. It is the collective term for seven work streams across the RCN.
There are two which I would bring to your attention: firstly, the Branch review, which is looking at the role and structure of branches within regions, and also the

professional membership structure (PMS): looking at how we align forums and other RCN activities.
The PMS now has membership from forum representatives on an action group, and Tracey Budding from the West Midlands has been elected to one of the six places across England. This action group has met

now with council and staff leads to create the framework for further work and review of forums.
A further piece of work looking at what the Future Activist looks like has just commenced and as soon as we have some more information we will let you know.



More information, including a power point presentation explaining in detail the planned changes, can be found here: <http://www.rcn.org.uk/members/getinvolved/consultation/pdf/index.php>

View from The Board

Since the last 'Leaders in London', the London Board has met twice; one was an extraordinary meeting to consider the RCN's Property Strategy Proposal which Council have since voted on. The London Board elections are currently happening, with three out of the six Pan-London Board places up for election. There are six

candidates standing. To ensure your voice is heard, we encourage you to return your voting papers by the closing date of 18 September. Candidates elected unopposed are listed on Page 1. There also has been a Board and Activists' Development afternoon,

which was led by RCN London Development Officer Alison Telfer, and had input from the board and activists across the region. Finally, we want to engage with you as nurse leaders further, and with this in mind, we considering a future event to bring many of you together to discuss

the issues affecting care, nursing and health issues here in the London Board region.

The next London Board meeting is 20 September. Please see Diary for details



Gerry Bolger
RCN London Board Lead for 'Leaders in London'

Dates for your diary

**13 Cavendish Square
London
W1G 0PQ**

Phone: 020 7927 7220
Fax: 020 7927 7277

Email: leadersinlondon@rcn.org.uk

The editorial team:

Director, RCN London: Bernell Bussue

London Board Lead: Gerry Bolger

Public Affairs Officer: Laurence Meehan

RCN Lead Advisor in Management : Jean Bailey

Layout Design: Alice Hendry

The **RCN London Board** meets on 28 September 2006.

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

Time: 16.00 - 19.00

All Welcome

Leading Nursing in the New Political Landscape

Joint RCN/NDA conference for executive directors and lead nurses in all sectors

For details and booking contact guilia.ward@rcn.org.uk
20 October 2006 RCN HQ

RCN Master-classes

The dates for the forthcoming series of our popular master-classes for executive directors/lead nurses are:

12 December 2006

13 February 2007

16 May 2007

For further information and application forms check the Management and Leadership web-zone or contact Lovana Gee, PA to Jean Bailey, RCN lead adviser in management on lovana.gee@rcn.org.uk



The London Partnership Forum

The London Partnership Forum held its ninth meeting at the beginning of August. It was at this meeting that it formally noted that the first meeting of the Joint Consultative and Negotiating Committee (JCNC) for the London Strategic Health Authority had taken place.

Staff side organisations proposed at the meeting that the LPF should continue, but obviously not duplicating the work of the JCNC.

A sub-group was established to develop the proposal further. The group will specifically look into the terms of reference for the LPF; the membership and how it is to be made up; a work plan; and identify any infrastructure and resource

requirements.

The sub-group is to comprise representatives of Unison, the London Ambulance Service, the London Human Resource Directors' Network, and the RCN. They will be drafting proposals on the areas mentioned above, which will be presented at the LPF meeting in October.

The details agreed will then be circulated to Stakeholders in the following week. In order to give time for the work, it was decided that there will be no meeting of the LPF in September.

The meeting was chaired by Anne Rainsberry, Interim Director of HR, NHS London.

RCN London welcomes the continuation of the LPF in this form. We recognise and value the contribution such a facility for discussion can add to the overall London picture of the NHS.

