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ISSUE NO. 353 JULY 2017

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Scrap
the cap!

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

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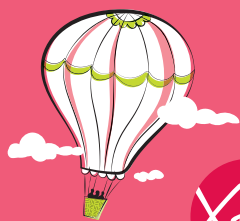
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Working in harmony

A new respect charter has been launched by the RCN which outlines how all stakeholders, including staff, members and customers, must approach working with each other.

The charter highlights how personal behaviour and the behaviour of others has a huge impact on people's experience of work. This also affects health and wellbeing, as well as levels of engagement and productivity.

With a focus on building positive relationships, the charter talks about learning from mistakes, valuing differences and working with integrity.

The *RCN Respect Charter* is available to download from www.rcn.org.uk/publications, search publication number 006 214.

Update your details

By law trade union ballots must be carried out by post, so it's essential that your contact details are correct should one be called. You can also make sure you receive all the relevant news by adding an email address too.

Visit: www.rcn.org.uk/myrcn
Phone: 0345 7726 100
Email: membership@rcn.org.uk

Lead the work of the RCN

The RCN is inviting members to put themselves forward for election to two new committees which will lead the College's future trade union and professional work.

The RCN Trade Union Committee will work to ensure the RCN develops as a modern, progressive trade union which makes a positive difference to the working lives of nursing staff.

The RCN Professional Nursing Committee will strengthen the professional side of the College, developing policy, promoting best practice and ensuring the RCN remains the recognised voice of nursing locally, nationally and globally.

Chair of RCN Council Michael Brown said: "This is the first time the RCN has had directly elected committees accountable for the direction of its trade union and professional work.

"As one of the first members of the committee, you'll be joining at a critical time for nursing in this country."



➤ Visit www.rcn.org.uk/elections for more details.

Support to work

A new project by the RCN, the European Men's Health Forum (EMHF) and Ulster University is aiming to use nursing expertise to help men with cancer to stay in or return to work after treatment.

Returning to work is a key priority for male cancer patients, whose jobs are a pivotal part of their social lives and provide the opportunity to support their families.

A manual for nursing staff will be published later in 2017.





Hunt 'would like to be more generous to nurses'

Health Secretary Jeremy Hunt has said consideration will be given to lifting the 1% nursing pay cap.

In his speech to the NHS Confederation annual conference, Mr Hunt said that he would discuss the cap with Chancellor Phillip Hammond, who would ultimately make the decision.

The Health Secretary also referred to a "constructive letter" from RCN Chief Executive Janet Davies, saying that he would meet with Ms Davies and share that conversation with the Chancellor.

Mr Hunt outlined a number of other actions the Government will take to support NHS staff, who the Health Secretary said were a "central priority" for the Government. These include prioritising the rights of EU nationals to remain in the UK during the Brexit negotiations; introducing more flexible working patterns and improving mental health support from NHS staff.

In a BBC interview Mr Hunt also said that he "would like to be more generous to nurses". However, he warned that the Government must work within existing budgets.

The news comes as the College continues its Summer of Protest. Members from across the UK are campaigning to scrap the cap, which has left nursing staff an average £3,000 per year worse off.

Mr Hunt also took time to praise nurses for their good will, saying: "I have a great deal of sympathy for the case that nurses, amongst others, have made on the issue of pay. I think they do an absolutely brilliant job."

Health care not a priority for PM

The RCN has criticised the Prime Minister's failure to scrap the public sector pay cap in the Queen's Speech.



Members protest outside the Department of Health

Responding to the speech, which sets the direction for the new Government, RCN Chief Executive Janet Davies said the lack of focus on the NHS suggested public concern about the future of the health service had been ignored.

"Nursing staff and others across the NHS hoped to hear a new tone. Theresa May's below-inflation cap on their pay does nothing to help fill the 40,000 vacant nurse jobs in England. It should have been scrapped today," she said.

The omission came despite Health Minister Jeremy Hunt announcing that he would consider scrapping the cap earlier in the month. He also told the NHS Confed conference that he would meet with Janet Davies to discuss the current situation for nursing staff.

In the run up to the speech, the RCN had joined forces with 14 other organisations representing health care workers to urge

the Prime Minister to consider nursing and health care.

In an open letter delivered to 10 Downing Street the group stated: "The public sector pay cap has forced professionals out of jobs they love. Those who stay are overstretched and under pressure to do ever more with less."

Members across the UK are also taking part in the Summer of Protest, campaigning against the pay cap. On 27 June, the first NHS pay day of the summer, activities including a demonstration at the Department of Health headquarters in London saw hundreds of people take part.

Read more about the Scrap the Cap Summer of Protest on page 8.

Find out how to get involved at www.rcn.org.uk/scrapthecap

4 DOING THE ROUNDS

Siobhan wins top honours



Northern Ireland Nurse of the Year Siobhan Rogan has vowed to continue improving health care for young people with intellectual learning disability.

“I am hopeful that this award will help to highlight the current gaps in service provision,” says Siobhan, who was nominated

for her leading role in establishing Northern Ireland’s first community-based, fully integrated child and adolescent mental health service (CAMHS) for young people with an intellectual disability.

“We do not have a good track record in this country of how we

have treated our most vulnerable children and young people in the past,” she says. “I want to be part of the generation of nurses that ensures that they all get the best possible chance to flourish and meet their developmental potential.”

Described as “an outstanding leader and brilliant colleague who is changing the face of services for children with intellectual disability in Northern Ireland”, Siobhan impressed the judges with her emphasis on the rights of the child and how she promotes services locally so that children do not have to travel outside the country.

A parent of one child said: “The help we got here has not only saved his life, it has saved my life.”

RCN Northern Ireland Director Janice Smyth congratulated Siobhan saying: “Siobhan is working with some of the most vulnerable children in our society and has made a huge improvement in how they are treated and cared for. This service provides innovative early intervention to promote better long-term outcomes.”



The help we got has not only saved his life, it has saved mine

Celebrating staff

The Members Award for Outstanding Customer Service recognises RCN staff members who have gone above and beyond in their role to help members.

Members are invited to make nominations by visiting www.rcn.org.uk/staff-awards before 15 August, where more information is also available. Proposers of shortlisted nominees will be invited to the awards ceremony in London on 23 November.

Birthday recognition

Nursing staff from across the UK have been celebrated in the Queen’s Birthday Honours List.

RCN Chief Executive Janet Davies said: “Our nursing staff are some of the brightest and bravest people in the country and it’s wonderful to see so many of them honoured in this way.”

Among those honoured were RCN members and staff – visit www.rcn.org.uk/birthday-honours for more details.



The big picture



Stuart McLauchlan snapped this picture of Yvonne Notman and Patsy Eccles from Lothian branch at Edinburgh Pride. Pride events happen across the UK throughout the summer. Find out where the RCN will be at www.rcn.org.uk/proud

MEET THE MEMBER



Each month in Bulletin we'll be asking a member to share a little bit about themselves.

Name: Emmaline Barley

Role: Trainee assistant practitioner, Doncaster Royal Infirmary

Describe your job in three words: Hectic, rewarding, frustrating.

If you didn't work in health care, what would you be: I can't imagine being anything else. I've always wanted to be a nurse since I was a toddler.

What item can't you do without at work? A fob watch or a pen. There are clocks on the walls so I'll say pen!

If you could have a superpower what would it be? The ability to be in two places at once at work.

If you could go back in time, which era would you live in? The 1950s. The clothes, the lifestyle, the music – I grew up with that because of my parents.

Why did you choose this profession? It's something I've always wanted to do. When I was a teenager I had a relative with cancer, which was also something that steered me towards health care.

What is your dream holiday destination? An American road trip.

www.rcn.org.uk/myrcn



PATIENT PERSPECTIVE



Sara Sheppard has been undergoing treatment for cancer

“ Chemotherapy can feel a bit like the processing element of a factory – or that you're waiting in an airport lounge. You're plugged up and then people come and go, doing various things with machines while you sit there trying your best to stay calm.

It's easy to feel like a number, but when I had chemo a few months ago, the nursing staff at the Whittington Hospital were excellent. I was put at ease from day one and always treated as an individual.

There is a fear factor with chemo, yet everyone was so soft and gentle – they

gave the feeling they really understood that many of us were traumatised to varying degrees, and they would do everything in their power to make us feel OK. The staff had a kindness, empathy and sensitivity that you crave when you're feeling vulnerable.

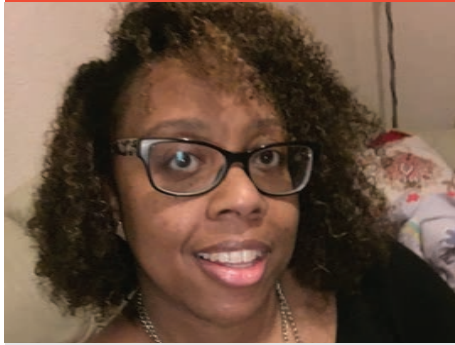
It amazed me how focused and cheerful the staff remained day in, day out, despite doing a difficult job. As an outpatient, I was grateful to be able to speak to the same nurses from the unit when at home between treatments. Any issues, and there was always help over the phone. It's incredible they look after so many people so well.

The positive difference they make cannot be underestimated.

ARE YOUR MEMBERSHIP DETAILS UP TO DATE?

CHECK ONLINE AT MYRCN, CALL 0345 7726 100, OR WRITE TO RCN MEMBERSHIP TEAM, COPSE WALK, CARDIFF GATE BUSINESS PARK, CARDIFF CF23 8XG.

WHAT I'M THINKING



Nyamka Marsh
Practice nurse

It's been hard to introduce clinical supervision in the GP practice where I work because the nursing structure is so fragmented. But I was determined to address the lack of unity so I worked with the nurse facilitator to get some funding.

I contacted Kathryn Yates, the RCN's primary care adviser, for some expert advice. I wanted to make sure I could meet expectations and implement universal standards and training. We discussed my vision and addressed practicalities, such as how many nurses we had, and how we get people supervised if they're not working closely with others.

We're now looking at other organisations' policies and deciding what we want to use in ours. We've surveyed nurses about what they think clinical supervision is; what they do now and how often they'd like to meet. We've also asked staff to think about the topics they'd like to discuss.

I want to make it clear that it's not just an excuse for a good moan. It's important to get the word out about how useful this could be – not just for nurses but also for GP practice managers – by stressing how this can help management and productivity.

This is just one way that nurses can give themselves credit for their work. It's about time we focused on the positive outcomes, instead of just saying: "I've had no complaints."

www.rcn.org.uk/forums



What you've been saying

Lacking future prospects

I love my job with a passion and do agree that it's the most rewarding job I've ever had. But I would actively talk my daughter out of being a nurse or a doctor because of the contempt with which we are treated.

Sharon Wilson, via Facebook

Valuing agency workers

Most agency workers are more than qualified to do their job and yet they are undervalued by their NHS work colleagues. Some agency nurses have had more experience in different clinical settings.

However, I still hear comments such as "you are only an agency nurse". It is high time health care professionals realise they are professionals and should act in a professional manner at all times. They

should value and embrace agency workers.

Vavariro Holt, via email

Recognising HCAs

I would quite like to see the term auxiliary nurse back instead of HCA, it emphasises that you are actually part of the nursing team and it's NOT an "unskilled profession".

Simon Lochaber, via Facebook

I am by training an RGN but no longer on the register due to 20 years of family commitments. I decided to start back as an HCA before doing my back to nursing practice next year. HCAs learn on the job; talk about back breaking work for no pay. I love the job but can see why so many HCAs don't stay in post, pay rise is most needed.

Diana Wewiora, via Facebook



QUOTE OF THE MONTH

A thrill and a privilege to be reappointed Health Secretary – challenges ahead, but also huge opportunities to make our NHS even better."

Jeremy Hunt tweets his pleasure as Theresa May announces her new cabinet

4 THINGS TO DO IN JULY

1. Complete the RCN's employment survey and make sure we've got the evidence to back up our arguments for better pay, terms and conditions <http://bit.ly/2rTZeIC>
2. Find out what you would have been earning without the 1% pay cap by using our Scrap the Cap calculator www.rcn.org.uk/scrapthecap
3. Attend a branch meeting and discover how you can get involved in projects and campaigning in your area www.rcn.org.uk/events
4. Explore the RCN library service's e-resources. Books, journals and the support you need to use them, all free online for members www.rcn.org.uk/libraries

GOT SOMETHING TO SAY?

The RCN Bulletin 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

HOT TOPIC



The first ever nationwide protocol for animals in health care is being developed by the RCN. And the bid to encourage more hospitals to explore animal therapy has set tails wagging on social media.

Wanda Stockdale took to Facebook to say: "This is brilliant news, pets make an enormous difference to patients' lives. I work as a care home liaison nurse and see fabulous examples of pet therapy being used."

Sharon Manhi agreed: "I am very excited by this! We see the benefits of pets as therapy dogs at the RUH Bath every week! We are very fortunate to have four wonderful dogs coming to the hospital and get daily requests for PAT dog therapy for patients and staff!"

And confirmation of the benefits came

straight from the dog's mouth as **Doug Pug Therapy Dog** tweeted: "Away from the familiar comforts of home, the joy of the human/animal bond is so uplifting."

Guinea pigs got in on the action too as **Jan Lock** recounted two furry friends on the children's unit at Taunton: "They were a great success, loved by all," she wrote.

There was some reservation expressed about hospitals allowing animals onto wards (something the guidance hopes to combat), but **Becky Hoskins** also commented on Facebook: "I'm not against this at all, as I know the evidence base, but what measures are in place for people on the wards and staff who have severe allergies to animals?"

The guidance is due out in the autumn.

MESSAGE TO MEMBERS



Janet Davies
RCN Chief Executive

As I write this in London, we are in the middle of a heatwave. It's clear that summer is well and truly here and it's time for us to turn up the heat with our Scrap the Cap campaign.

We are in an unusual situation with the "new" Government, which failed to address the health care crisis in the Queen's speech. The speech sets the direction for the new Government, and Theresa May had an opportunity to show that she had listened to public concern over the future of the NHS. By scarcely mentioning its patients and workforce, she made clear that nothing will change.

However, I was encouraged to hear returning Health Minister Jeremy Hunt say that he would consider scrapping the 1% pay cap, and in particular that he wanted to meet with me. The half hour meeting is arranged for July. With so many of your views to share, I welcome any conversation with him - it is vital he understands what it is like to nurse in 2017. And despite the short time, you can be sure I will be pressing for him to act on our nursing priorities.

But it's your voice that can make the difference - that's why it's important that we all pull together behind our Scrap the Cap campaign and get active during the Summer of Protest. It was great to see so many of you at our pay day protests, making your point in public. And there is more action planned throughout the summer.

Visit www.rcn.org.uk/scrapthecap for more details.



Getting active

Nursing student Ellie Jolley from Scotland won the Student Information Officer of the Year award 2017

I became a student information officer as I think it's vital students have a voice and representation. It's also given me a fascinating insight into how the RCN works.

I'd encourage all members to consider becoming more active with the RCN - not just students. It's very rewarding and makes you feel part of the bigger picture. Plus, you get to talk to so many different people - at a Congress dinner I was so pleased to find myself sitting next to RCN President Cecilia Anim. Everyone I met at Congress who was involved in RCN projects was so enthusiastic.

I've been involved in a few different pieces of RCN work, such as protecting the bursary in Scotland, and in November I am helping to organise a conference



for students. I would like to continue being an active RCN member as my career progresses. Maybe even consider becoming a rep one day.

There are lots of ways you can get involved with the RCN - it's just making sure you take the opportunity. If there's an RCN campaign you feel passionately about, I'd encourage you to see how you could be part of it. The RCN will support you all the way.

8 FEATURES

Scrap the cap!

Payday Protests

The Summer of Protest is underway and on 27 June, to coincide with NHS payday, members took action in more than 30 towns across the UK. Here's a selection of the demonstrations that took place



◀ **Birmingham**
Members made themselves heard outside the NHS England regional office.

▼ **Milton Keynes**

RCN Chief Executive Janet Davies joined protesters at Milton Keynes University Hospital.



▲ **London**

In the capital members gathered outside the Department of Health with a message about how much pay they're missing out on. Nicki Weston, an ICU nurse, at St Thomas' Hospital said: "We're not listened to by the Government. We want them to listen to us. They can't just walk over us. They have to take what we're saying seriously. They've walked over nurses for too long."



▲ Norwich

In Norwich around 70 members gathered by the Edith Cavell memorial for a candlelight vigil. Helen Oatham, chair of the RCN Norfolk branch, said: "This situation cannot be allowed to continue. Our members from across Norfolk will continue to take our campaign forward in an effort to get the pay rises staff so richly deserve and desperately need."

► Southampton

Members braved the rain at Southampton General and encouraged supporters to send postcard messages to their MPs.



▲ Edinburgh

RCN Chair of Council Michael Brown and members in Scotland took their protest to parliament, using balloons to emphasise how light their pay packets were.



◀ Portsmouth

Members gathered outside Queen Alexandra Hospital in Portsmouth.

Another pay day protest will take place this month on 27 July. Look out for event listings at www.rcn.org/scrapthecap or follow the RCN on social media:

[f /royalcollegeofnursing](https://www.facebook.com/royalcollegeofnursing)

[@thercn](https://twitter.com/thercn) #scrapthecap

Remember to share your photos and comments using #scrapthecap

10 FEATURES

Crossing the threshold

As students prepare to make the transition to newly registered nurse, Sophie Lowthian talks to members about that pivotal period in their career



You feel like you suddenly need to do everything perfectly

While for some it's incredibly exciting, others find it a little scary. But one thing's for sure, every nurse remembers the time they progressed to fully-fledged practitioner.

For Francesca Elner, who registered eight months ago, it brought about mixed emotions. "Getting your PIN through is a massive high but it's overwhelming too," she says. "You look around and everyone seems to know what they're doing, but you soon realise they're all being

Francesca's ten top tips for newly registered nurses

- Introduce yourself to everyone.
- Make lists at home of various processes you need to know.
- Have regular meetings with your preceptorship mentor.
- Get to know your ward or area – orientate yourself beforehand.
- Ask questions – no question is stupid!
- Go on as many training courses as possible.
- Do something relaxing before and after your first day.
- Practice mindfulness and reflect on difficult days.
- Don't expect too much of yourself at the start.
- Try to socialise so you get to know your colleagues.

swans; graceful on the surface but paddling wildly underneath.”

Francesca works in the emergency department at Wrexham Maelor Hospital. She says in the early days she put quite a lot of pressure on herself.

“You feel like you suddenly need to do everything perfectly. You think, ‘I’ve worked hard for three years for this’, and you expect to become super-nurse as soon as you put your uniform on, but then the reality hits.” She adds: “Everyone used to tell me it’s like driving – the learning really starts once you’ve passed your test. It’s so true.”

Learning curve

A tricky part of the transition, Francesca says, is going from being the delegate to doing



the delegating. “It’s hugely empowering but also a big shift. You’re now the one calling the shots and making decisions, all with less time.”

Colin Revell, who has been registered for four months and works in the community, says he benefited from excellent preparation from his university – University of the West of England – and a preceptorship course at his trust. “The community setting can feel isolating at times, but I know there is always someone at the end of the phone if needed,” he adds.

“Still, nothing quite prepares you for losing the student safety net. My daughter has Type 1 Diabetes and I’m very experienced giving injections. However, I’ll always recall giving my first insulin injection to a patient – it took me by surprise just how real the responsibility felt.”

Despite the challenges, Colin and Francesca agree the transition is a time to be proud of what you’ve achieved so far and to proceed with positivity. As Colin says: “Without getting complacent, you must remember a lot of people have confidence in you and you should too. You’ve done the prep, you’ve passed the degree. You’re ready for this.”

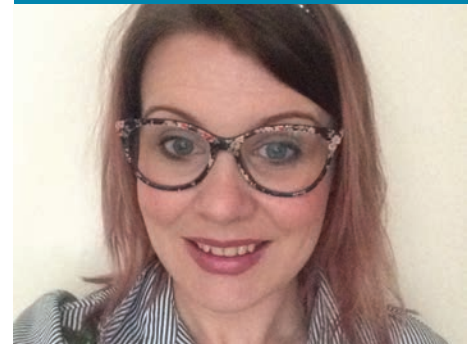
Positive preceptorship

The RCN believes a period of quality preceptorship at the beginning of a nurse’s career can help provide the best possible start. At present, however, employers are not required to offer preceptorship to new registrants – the NMC has only “strongly recommended” it – but members might want to treat with caution any potential employer whose preceptorship arrangements are ambiguous or vague.

RCN resources

Download *RCN Guidance for Mentors of Nursing and Midwifery Students* (Pub code 006 133) and *Helping Students Get the Best from their Practice Placements* (Pub code 006 035) from www.rcn.org.uk/publications. All newly registered nurse members receive an RCN handbook *Starting Your Career*.

THE VIEW FROM HERE



Jessica Chapman

Paediatric staff nurse,
Salisbury District Hospital

A lesson I learned early on was to embrace the transition from student to staff nurse – it’s one of the most exciting times of your career and everyone who is a staff nurse has been there.

Five years down the line I can still recall my first shift very clearly. I was so nervous and eager to do a good job I set my alarm to go off in the evening, rather than the morning, and ended up being late. Since that day I have learned so many new skills and my confidence has grown so much.

I was lucky in that I had a really positive experience of preceptorship. The job could be stressful but the support I had was second to none.

I am glad the students a few years behind me will have that same preceptorship support in place for a smooth transition. As a preceptee it’s important to take all the opportunities you can as you don’t get the chance to do it again.

I am currently doing mentorship training through the Open University and am looking forward to supporting future nurses on their journey.

I always tell people the transition is the scariest time, but also the best time. The freedom scares people, but it’s OK to say you’re not confident in doing something. That way, you get support.

www.rcn.org.uk



12 FEATURES

Emergency response

What's it like dealing with the aftermath of a major incident such as a terrorist attack? Tom Metcalf finds out



Among the many inspiring stories in the wake of the recent terror attacks in London and Manchester has been the heroic response of nursing staff.

In hospitals across both cities, many staff faced a situation unlike any they had experienced before – in terms of both the number of casualties and nature of injuries.

But as Anna Crossley, the RCN's Professional Lead for Acute, Emergency and Critical Care, explains, they would have simply got on with the job at hand.

“Friends I've spoken to who were on duty during the attacks have all said how proud they are of the teams they work in. Any day-to-day issues go out the window and everyone pulls together.”

Anna adds that in situations like these staff may not be immediately aware of what they're dealing with.

“You might not know a major incident has occurred to begin with. You might just see people turning up with injuries. But once a major incident is declared everything changes as policies and protocols are enacted. More staff

will become available and those off-duty are likely to be called in.

“Patients with minor injuries may be sent away, operations may be postponed and patients may be moved or discharged, depending on their condition, to free up beds. Everyone – clinicians, admin staff, porters – becomes united in a common purpose.”

All hospitals have major incident plans in place, and A&E staff regularly receive training and updates. But dealing with a real-life situation can have a lasting impact, and Anna says it's important staff are looked after too.

“In the immediate aftermath of dealing with a serious incident you're often on a team high. But it's later when you sit down and think about it that you realise you've seen things you may never see again. It's not an everyday situation.

“People react to this in different ways and organisations need to facilitate open discussion, support and debriefing for staff should they need it.”



Once a major incident is declared everything changes

📞 For advice and support contact RCN Direct on 0345 772 6100

What to do if you're caught up in a terrorist attack

- ▶ As a nurse or midwife, your first instinct is often to go to the aid of others in need. But you should only consider providing care if it is safe to do so. If it's not, move to a place of safety and contact the emergency services.
- ▶ Nurses and midwives are not expected to put their own safety at risk. The NMC code makes it clear you must take account of your own safety, the safety of others and the availability of other options for providing care (this may include paramedics, ambulance crews or military personal on the scene of an incident or emergency).
- ▶ Always follow the advice of the emergency services at the scene of an incident.
- ▶ If near or at your place of work, always follow your employer's emergency and major incident planning policies.
- ▶ If delivering care, only act within the limits of your knowledge and competence.

Read the full RCN guidance at: www.rcn.org.uk/emergency-guidance



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The Royal College of Nursing acts as an Introducer Appointed Representative to the Liverpool Victoria group of companies for General Insurance and Life Insurance. 15581-2017

Champion of nursing

RCN member and diabetes specialist nurse Sue Foster has been chosen to lead on improving public health around the UK

The role of nurse clinical champion is part of a Public Health England project to increase activity for people with long-term health conditions. Sue's task is to train nurses in all settings to get their patients moving more.

"As one of the most inactive countries in the world, I really hope to make a difference in getting more people moving with this initiative," said Sue. "Being inactive is the cause of many health problems, including cancers, heart disease and other serious illnesses. Even just increasing

the amount of movement for one person could make a huge difference to their health."

Sue applied for the role of nurse clinical champion after completing a master's degree and writing a dissertation on the physical benefits of exercise for pre-diabetic patients. "Most of all, this is about empowering nurses to be able to speak to their patients and get them to see the multitude of benefits even just a little activity can bring."

Join the RCN Public Health forum at www.rcn.org.uk/forums



New emergency frameworks

Two new RCN publications will give greater clarity about what's expected of emergency care nurses across the UK.

The publications, now available online, have been produced in response to a demand from the RCN Emergency Care Association (ECA).

The aim of the national curriculum and competency frameworks is to encourage professional development, leadership skills, and career progression in emergency nursing. This in turn will promote high quality patient care and a culture that supports recruitment and retention of emergency nurses.

The frameworks, which have been developed by leading emergency



This is really exciting for emergency care

nursing experts including ECA committee members, detail the depth and breadth of knowledge and skills required of emergency nurses. They also offer long overdue clarity on key emergency nursing terms.

Janet Youd, Chair of the ECA, said: "This is really exciting for emergency care nursing as these frameworks give clarity to the job roles and create a clear career pathway for emergency care nurses. They standardise what it means to be an emergency care nurse and link to the baseline emergency staffing tool (BEST), which is also now available on the RCN website."

While the development of the frameworks focused on the needs of nurses working in emergency

departments, they will also apply to nurses working in a wide range of urgent and emergency care settings, and also other health care professionals who are required to provide emergency care for patients.

They are designed to support newly registered nurses and those new to the specialty through to more experienced emergency nurses working with patients of all ages.

Download levels 1 and 2 of the emergency nursing national curriculum and competency framework at www.rcn.org.uk/publications – search using publication codes 005 883 and 005 923.

Find the BEST tool at www.rcn.org.uk/BEST-tool

District nurses struggling to maintain services



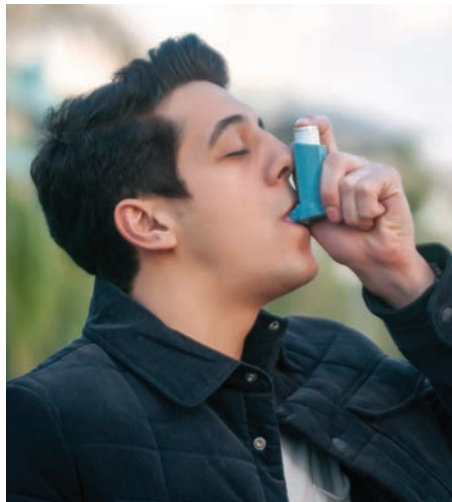
RCN District Nursing Forum Chair Julie Green has said that community staff are struggling to maintain a quality service after almost three quarters of respondents to a survey said their teams had vacancies.

Julie said: "For the shift of care closer to home to be successful, positive action is urgently required, including increased staffing across all grades, specialist practitioners to lead teams and closer working with commissioners. Action is critical to avoid district nursing becoming a Cinderella service." More than 380 forum members responded to the survey.

Add your voice to asthma audit

Nurses are needed to contribute to a national asthma project being carried out by the Royal College of Physicians.

The National Asthma Audit will include the development of core adult and paediatric datasets and exploration of how primary care information could be incorporated to provide a complete picture of the asthma care pathway. For further information about how you can get involved contact asthmaauditdevelopmentproject@replondon.ac.uk



Spread your wings

Are you a nurse, health care professional or student working in flight nursing?

If so, the RCN Flight Nursing Workshop 2017 will offer you the chance to receive an update on practice, hear evidence based scenarios and network with colleagues. On top of that, you'll also be able to accrue up to seven hours' CPD time to put towards revalidation.

The conference takes place on 7 October at RCN HQ in London – visit www.rcn.org.uk/f17 for more information.

Mentors matter

The RCN has published updated guidance for mentors. Available exclusively on the RCN website, it outlines the responsibilities of a mentor alongside those of students, higher education institutions and practice-based learning providers. The RCN believes the skills, education and training of mentors is important for ensuring the practice placement of nursing and midwifery students supports high quality learning.

Download *RCN Guidance for Mentors of Nursing and Midwifery Students* from www.rcn.org.uk/publications

WHAT I'M THINKING



Jennie Deeks RCN Women's Health Forum

In the UK, we are fortunate enough to benefit from the NHS screening programmes available to us. They are not chargeable at the point of care, and for the sake of shelving our dignity for a few minutes, our lives could be saved from diseases we may be showing no symptoms of.

Cervical, breast and bowel cancer screening services are offered to eligible patients through invitation. However, many choose not to take us up on this offer, preferring to ignore this until in some cases it's too late.

Tell me, what's more undignified? Taking five minutes to have cervical screening performed, or the numerous investigations and aggressive treatments required to treat advanced cervical cancer? Not to mention the money this costs our already struggling NHS.

Every year thousands of patients and family members are devastated by cancers that could have either been prevented or detected sooner. As health care practitioners if we can encourage more people to accept screening invitations, we would be helping to save both lives and money.

Ask your patients...Do you want to live? That's the bottom line.

The RCN is currently reviewing its guidance of cervical screening. Visit the forums webpage for more details.

www.rcn.org.uk/forums



16 EVENTS

For details of more events visit the region and country pages of the RCN website or go to www.rcn.org.uk/events

Mental health nursing

International Mental Health Nursing Research Conference (MHNR)

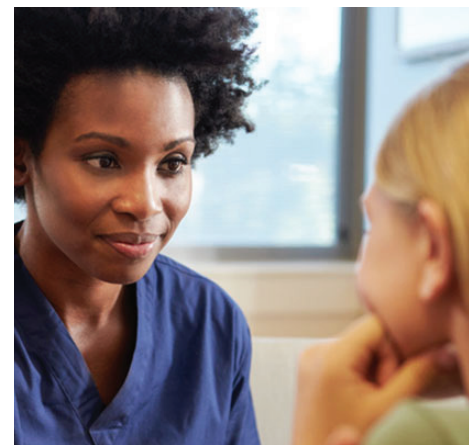
14-15 September
City Hall
Cardiff CF10 3ND

Celebrate the roles of evidence, creativity and innovation in mental health nursing at the MHNR conference. At a time of much challenge and change within mental health services, it's an opportunity for those who work and lead in this area to collaborate, listen and network with like-minded colleagues. The event is led by expert speakers and will examine all the latest news and information.

Attendees will also be able to accrue up to 16 hours of CPD for revalidation.

Formerly known as the Network for Psychiatric Nursing Research Conference, the MHNR conference will continue the tradition of being a welcoming place for speakers and delegates. It remains the premier place for mental health nurses, and the people we work with, to spend time together talking, listening and learning. Book your place today.

📞 Book a place on 02920 546460 or visit www.rcn.org.uk/mnhr-2017



RCN London

Neurogenic bowel: the bottom line

10 October
RCN HQ
20 Cavendish Square
London W1G 0RN

Join the RCN Neuroscience, Continence and Gastrointestinal Nursing Forums to find out what nurses need to know about appropriate bowel management for patients with neurogenic bowel dysfunction.

Hear the patient perspective and explore the challenges they face. You will also learn about the issues relating to the causes of the condition and how to provide the best support.

📞 Book a place by calling 0292 054 6460 or by downloading a booking form from www.rcn.org.uk/events

UK wide

NMC education standards

Until 10 August
Various locations around the UK

A series of workshops will give all health care professionals the chance to shape the future of nursing education.

It's your chance to help inform the RCN's response to the NMC consultation on standards for education.

The free, half-day workshops will break down the proposed new standards and give a clearer insight into changes. Attendees' feedback will then help to ensure that the views and opinions of a range of health care professionals from across all care settings are reflected.



📞 To find out about workshops in your area visit www.rcn.org.uk/education-workshops

Just the job

When Kellyann Anderton-Kay attended the RCN Bulletin Jobs Fair in Manchester, the last thing she expected was to be offered a job on the spot

“I’d expected to come away with a few leaflets, business cards and some pens, but I ended up being offered a job,” says Kellyann, who qualified as a mental health nurse in April.

“I decided I wanted to be a nurse when I was eight,” she says. “But I got married at 20 and had a family not long afterwards.”

After a spell working in retail, she became a cleaner at Royal Bolton Hospital in 2008, continuing to work during her nursing degree which she started in 2013 at Salford University.

“We’ve always had mental health issues in the family,” says Kellyann. “But I saw people getting help and getting better. The professionals engaged with my family members, taking the time to get to know them and what made them tick. They built a rapport, and I thought I’d like to do that. I wanted to pay back the services that have helped us.”

Looking for her first nursing post using all the usual routes, she heard about the Manchester jobs fair on Twitter. “I went along with my husband,” she says. “It was fabulous. Everyone was very helpful.”

As a nursing student, she had enjoyed her placement with child and adolescent mental health services (CAMHS) best of all, so was ideally looking for a role



in this specialty. “Although at just four weeks, it was one of the shorter placements, its impact lasted throughout my training,” says Kellyann.

At the jobs fair, her dyed blue hair helped to get her noticed by one of the companies recruiting that day. “She grabbed me and asked if I would work in CAMHS, and I said that’s exactly why I’m here. It was meant to be,” she says.

After filling in an application form, she was interviewed on the spot before being offered her first

nursing role, working as a Band 5 staff nurse on a secure CAMHS unit at Cygnet Hospital in Bury. “I didn’t expect it at all. I only went for an application form and to get a feel for what was on offer, but I came home with a job.”

Now she can’t wait to start. “I’m so excited, and really looking forward to building my knowledge base. As a student, you’re protected, but now I need to learn to think on my feet and not fall back on a mentor. I’m a qualified professional now. I’ve been wanting this for so long, now it’s finally here.”



I only went for an application form... but I came home with a job

For more information about the RCN Bulletin Jobs Fair, including the seminar programme and a full list of exhibitors at the event, visit www.bulletinjobsfair.com

5 September – Liverpool
3-4 October – London