

RCN  
BULLETIN



Royal College  
of Nursing

# LET'S CELEBRATE

JOIN THE UK'S BIGGEST NURSING PARTY ON 12 MAY

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

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Cover picture by Jonathan Perugia.

## Shed load of savings



Whether you spend the May bank holidays making memories or making over your home, head to RCNXtra for great deals on everything from discounted cinema tickets and family attractions to savings at John Lewis, B&Q and much more.

Just visit RCNXtra and start saving today.

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

## It's time for change. Ask for more.

### Final hurdle for Scotland's safe staffing law

Scotland will take another step towards bringing safe nurse staffing measures into law on 2 May, with the final parliamentary stage of The Health and Care (Staffing) (Scotland) Bill.

This last step sees the Scottish Parliament debate any final amendments to the bill. The RCN has been campaigning to protect the changes achieved so far. These include provisions so that senior charge nurses do not hold a caseload and so the bill applies the same principles across the NHS and care homes. MSPs have received over 2,000 emails asking them to support the RCN's positions in the debating chamber. Following the debate, MSPs will decide whether the bill should become law. Find out what happens at [rcn.org.uk/askformore](http://rcn.org.uk/askformore)

### Name change vote at AGM

Members will be asked to agree to change the name of the RCN Health Practitioners Committee to the Nursing Support Workers Committee at this year's annual general meeting. The committee believes the new name reflects the members it represents more accurately.

Members at next month's meeting will also vote on a small technical change to our Standing Orders to enable RCN Council to put transition arrangements in place if there is a change to the make-up of Council. You have until Friday 3 May to share your views on these issues at [tiny.cc/rcnagm19](http://tiny.cc/rcnagm19)

**The RCN Annual General Meeting will take place on Monday 20 May at the ACC in Liverpool.**

See page 13 to read a summary of the 2018 accounts.

### Nursing now a public safety issue in NI

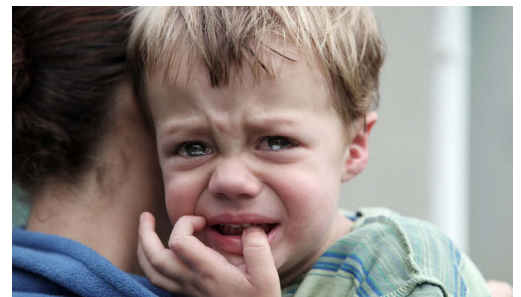
The RCN is holding public meetings to raise awareness of the current staffing and nurses' pay crises in Northern Ireland.

We believe it's time to explain why nursing services are now at breaking point, how this situation has developed, and seek support for what action the RCN believes is necessary to resolve the issues.

The Northern Ireland Board has already sought approval from the RCN's governing body to ballot members employed within the HSC on industrial action, including strike action.

Nurses' pay within the health service in Northern Ireland continues to fall behind England, Scotland and Wales and there are more than 2,500 unfilled nursing posts across the system.

Visit [rcn.org.uk/northernireland](http://rcn.org.uk/northernireland)



### Smacking ban proposed in Wales

The RCN has welcomed legislation introduced in Wales that seeks to protect children from all forms of violence.

Michelle Moseley, winner of the RCN in Wales Nurse of the Year Safeguarding Award 2018, said this is a chance to educate parents and carers, provide a clear message and offer support where needed.

"As a nation we have to advocate for our children, our future generations, and respect what is set out in the United Nations convention on the rights of the child," she added.

The RCN believes school nurses, health visitors and children's nurses are best placed to advise parents about managing their children's behaviour.



## Dame Donna becomes permanent Chief Exec



The RCN has appointed Dame Donna Kinnair as its permanent Chief Executive & General Secretary after a competitive selection process. Dame Donna has held the role in an acting capacity since last August and takes up the permanent post immediately.

“It is quite simply the best job in nursing and the greatest privilege to continue serving RCN members at the highest level,” she said.

Dame Donna joined the RCN as Head of Nursing in 2015, and held various senior nursing roles before then. She advised the Prime Minister’s Commission on the Future of Nursing and Midwifery in 2010, and served as nurse/child health assessor to the Victoria Climbié Inquiry.

## Thousands demand action on safe staffing in England

Thousands of you have supported our [#safestaffingsaveslives](#) campaign to tell NHS leaders we need accountability for safe staffing in law in England. NHS England and NHS Improvement launched a consultation asking for public views on legal changes they say will help deliver health care plans for the next 10 years. Ten thousand RCN members and supporters sent an email demanding staff shortages are addressed. The consultation closed on 25 April and we expect a response this summer. Visit [rcn.org.uk/safestaffing](http://rcn.org.uk/safestaffing)

## Are you ready to celebrate?



Picture by Jonathan Perugia

Join the UK’s Biggest Nursing Party on 12 May to celebrate Nurses’ Day and the remarkable difference you make

Get your selfie sticks and teapots at the ready because Nurses’ Day is fast approaching. This year we’re encouraging you to take part in the UK’s Biggest Nursing Party on 12 May.

We know you’re facing many challenges. But we also know how skilled and passionate you all are. So we want to celebrate everything that’s great about nursing and the remarkable difference you make.

If you’re yet to plan an event in your workplace, don’t worry – there’s still

time to download our digital party pack. It includes selfie props, popcorn holders, posters to promote your party and more.

And if a party isn’t an option, there are many other ways you can mark the day. See the yellow box below for ideas and inspiration.

RCN member Olivia Watson (pictured above centre) said: “It’s nice to have a day where I can celebrate with my colleagues and take a moment to reflect on all the amazing work nursing staff do.”

### Five ways to get involved

- Create a personalised film to say thank you to a colleague
- Add a Nurses’ Day Twibbon to your social media profile
- Share the pics of your Nurses’ Day party using [@thercn](#) [#nursesday](#)
- Make a colleague a cup of tea and say cheers to nursing
- Download our Spotify playlist of our specially selected Nurses’ Day tunes

Visit [rcn.org.uk/nursesday](http://rcn.org.uk/nursesday)

## 4 GOOD NEWS

# Congress poet Molly releases new book about nursing

Member Molly Case stunned crowds at RCN Congress in 2013 when she took to the podium to perform her poem *Nursing the Nation*

Written as a defence of the profession in the wake of media criticism, her passion resonated loudly with the audience of nursing staff who gave her a standing ovation.

The video quickly went viral, with over half a million views on YouTube. Molly began to experience national recognition and her career took off.

"I've worked hard to get to where I am with both nursing and writing, but something definitely shifted on that day at Congress and my life changed forever," she says.

"I was terribly nervous. I hadn't ever attended Congress and had

underestimated the sheer scale of it – an arena with 5,000 health care workers! But I knew as I was performing that something was happening, there was a palpable change in the atmosphere of the room."

Molly's latest project is memoir *How to Treat People*, in which she weaves experiences from her daily life as a nurse with the story of her father who was suddenly admitted to the high dependency unit where she works.

In her lyrical prose, Molly describes the privileged position that nurses hold in being part of other's lives at times of great vulnerability and difficulty.

It's clear that six years on from that pivotal Congress moment, Molly is still as passionate about the profession as ever. She says: "We have been through a lot, but I think



Molly performing at RCN Congress in 2013

we are all stronger and more willing to come forward and acknowledge the good job we are doing. We are part of a huge community and there is great strength in that."

*Molly's book is now available to buy at major retailers.*

“

We shouldn't forget the great impact we have on people's lives

### Keep up with Congress 2019

The UK's largest nursing conference and exhibition is taking place in the next couple of weeks. There are many ways to keep up with the action if you can't make it to RCN Congress in Liverpool from 19 May. Watch the main speeches live on Facebook, follow the action on Twitter using #rcn19 and see the debates on the Congress website at [rcn.org.uk/congress](http://rcn.org.uk/congress). There'll also be exclusive features on the RCN magazines website. Visit [rcn.org.uk/magazines](http://rcn.org.uk/magazines)

### Emilia breaks silence on brain injury to launch new charity



RCN Ambassador Emilia Clarke has launched a charity to help increase access to rehabilitation after brain injury and stroke. The *Game of Thrones* star revealed she'd survived two aneurysms as she unveiled the charity SameYou to the world. She had brain surgery at the National Hospital for Neurology and Neurosurgery in London when she suffered a subarachnoid haemorrhage at 24. She now says she wants to increase the funding for neurorehabilitation to maximise the recovery potential of everyone following brain injury or stroke. Visit [sameyou.org](http://sameyou.org)

## The big picture



Nursing staff at Gloucester Orthopaedic Outpatient Department get their groove on as they dance in the start of each shift. "It's uncomplicated happiness," says nurse Sheeba David. "It helps keep morale high and relieve stress."

### MEET THE MEMBER



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

**Name:** Evan Keir

**Role:** Health care support worker and health practitioner representative on RCN Council.

#### Sum up what you do in a sentence

Support people with dementia and cognitive impairment.

#### How did you get where you are now?

I worked on the bank for a while and now have a permanent role. I became an RCN activist, getting involved with student recruitment and campaigning. I trained as a safety rep and then a steward before going for the role on RCN Council.

#### What's the best bit about your job?

Getting good feedback from the families I support.

**And the worst?** Working with people who will not recover. It's hard to see people who are very young with dementia.

#### What helps get you through a difficult day at work?

Peer support. I've had very hard jobs which I've stayed in because of great colleagues.

**If you could have a superpower what would it be?** To stop time. It's especially relevant for the nursing profession.

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



## THINKING POSITIVELY



### Nicki Pointer, ward manager at Tunbridge Wells Hospital, explains what she and her team have done to create a little happiness at work

Nursing on a gynaecology and women's surgery ward is tough. Helping people through pregnancy loss and invasive surgery is hard. As a team, we need to be there for patients. But we need to look after ourselves too.

To help support each other, we've set up message boards in our break room. We use them to focus on all the positive things we do and the messages that staff share really reflect our ward and trust values. Without this we're in danger of forgetting our importance.

It's a great way to make us remember the many good things we do. We now take something positive out of each day and

show appreciation for our colleagues. It helps remind us when we've had a good shift despite the many challenges we face.

We've also introduced an employee of the month competition. Colleagues can be nominated by their peers or patients. As the ward manager I couldn't ask for a better job than to read through the positive comments before posting the winner on Twitter. But there's a practical benefit for nursing staff too, as I photocopy the nomination forms and give them to staff to use as peer feedback for their revalidation files.

Staff and patient care go hand in hand. If staff feel valued they do a better job, so in the end patients feel the benefit too.

It's sometimes hard for us to remember what a brilliant job we do. Times are hard. The NHS is stretched. But we're making our corner of the world a more pleasant place to be in.



## THE VIEW FROM HERE



**Emma Matthews**  
Staff nurse

We're all aware that nurses are experiencing tough times. We're facing staffing crises, safety issues and stereotyping; a lack of professional respect; pay disputes and losing the bursary. While the issues are real and need serious action, perhaps now more than ever we need to celebrate nursing and remind ourselves why we do it.

Nursing is a unique profession. It's built on compassion, not profit or persuasion. There's no snobbery. We work with our patients to empower them to live their best lives and fight for them when they need us. There is no such thing as a wasted day as a nurse. A tough day? Absolutely. But never pointless or meaningless, because every day, we're helping people.

Nursing is about progress. It is steeped in history, but pushes for advances in health care, balancing the latest science and technology with the reality of patient experiences. We should celebrate the leaps and bounds made in nursing over the last half century. As nurses take on even more advanced roles and skills, it's clear that there is no limit to where our careers can go.

By taking pride in our expertise, we can empower each other and even build some much-needed morale. It will take more than a pat on the back, but armed with self-belief we will be better equipped to take on the challenges to our marvellous profession.

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



## What you've been saying

### The heart of nursing

It's not so much the medication that makes people better, it's so much more. Having time to brush the wig of the cancer patient so she can face the day. Being with someone's mum when she was scared and telling her everything is going to be OK. Telling parents they are doing a great job. In short, giving some of your love which makes such a difference to someone in their hour of need.

[Angela on Facebook](#)

### The power of poetry

I read your article on World Poetry Day with interest (*RCN Bulletin* online: [rcn.org.uk/bulletin](http://rcn.org.uk/bulletin)). I use poetry in our local doctor's surgery in the health education booklet we put on the waiting room chairs. Patients read it while waiting for their doctor's appointment. The little booklet is supposed to be amusing but it helps to get a message of health education to patients while they wait. I've also completed one for children, which is used to distract them during medical procedures and take their mind off the medical intervention.

[Elizabeth by post](#)

### Congress speakers excite

I've seen Tom and Nic Ray speak on a number of occasions now. ('Sepsis survivor to share his remarkable story with members', *RCN Bulletin*, April issue).

All I can say is, sit back and fasten your seat belts. It's gonna be an amazing ride. A special thank you to Pippa who manages this amazing couple. Not giving anything away, you will need to see them for yourself.

[Garry on Facebook](#)

### Supporting patients after cancer surgery

Super proud of our Oxford Enhanced Recovery After Surgery Team who work collaboratively with MDTs and help create pathways to reduce complications and hospital length of stay for patients undergoing cancer surgeries. Patients have diaries with goals to aim for.

[#RCNBulletin](#)

[Humi on Twitter](#)

## QUOTE OF THE MONTH



Nursing gave me curiosities and areas of interest that have stuck with me throughout my life. You will find this with your own career too.

**RCN President Anna Marie Rafferty in a speech at the National Student Nurse Congress**

## FOUR THINGS TO DO IN MAY

1. Download a digital party pack to celebrate Nurses' Day on 12 May: [rcn.org.uk/nursesday](http://rcn.org.uk/nursesday)
2. Opt out of your print issue of *RCN Bulletin* at [rcn.org.uk/go-green](http://rcn.org.uk/go-green) and instead read it online: [rcn.org.uk/bulletin](http://rcn.org.uk/bulletin)
3. Follow all the action from RCN Congress on Twitter using [#rcn19](#)
4. Check out new resources to help you navigate changes to practice-based learning: [rcn.org.uk/practice-based-learning](http://rcn.org.uk/practice-based-learning)

## 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



### As the government trials changes to the four-hour target in A&E departments in England, how will this affect patient safety?

It's an essential driver and incentive for emergency department and hospital flow. The problem was never the target, but ignoring most other aspects of care.

Gary

Retaining a flow metric, such as four-hour standard, is crucial to safety in emergency departments, for patients and staff. Any specific quality metrics should complement, not replace, this. Twelve hour wait should also be from arrival time, not the decision to admit. Janet

I'm not sure the target is the issue that most impacts on patient safety, I think it's the woeful lack of staff to provide safe and effective care and the lack of capacity in any sector to manage

the demand on all of our services.  
#safestaffingsaveslives Shelley

That is a difficult question to answer. I have seen patients moved from EDs with incomplete treatments, antibiotics and anti-epileptics not given, dressings not completed, because they were approaching their four hours. It could be argued in these sort of cases that the deadline is detrimental to patient safety! Christopher

It's difficult because right now it's not working, however we do not want to go back to 20-hour waits to be seen. The targets should be more appropriate: time to triage, time to be seen by a clinician, time to final decision. And when will we stop penalising departments financially who under-perform? They then continue to do so as they have little-to-no money to fix the problems! Ashleigh

## We have an opportunity to put nurses at the centre of health policy

Dr Barbara Stilwell, Nursing Now Executive Director, explains why we're approaching an exciting year for nursing

The Nursing Now campaign launched in February 2018 to improve global health by raising the status and profile of nursing. On International Nurses' Day on 12 May, we want to shine a brighter light on the vital contribution of nurses towards universal health coverage.

It is only by investing in nurses – who make up over half of the global health workforce – that we will be able to provide care for the most marginalised and those living in hard-to-reach communities.

In May, we expect the World Health Assembly to declare 2020, the bicentenary

of Florence Nightingale's birth, as the Year of the Nurse and Midwife. What better way to celebrate than with a culture change that allows nurses to see themselves as influential and disruptive leaders? We will launch the Nightingale Challenge at the International Council of Nurses Congress in June to help at least 20,000 young nurses and midwives build leadership skills.

The Nursing Now campaign has become an active network of groups working to ensure health policy takes account of the contribution that nurses can and do make to health care. Nursing Now is growing fast and now has 192 groups active in more than 80 countries.

Now is the moment to have our voices heard. We have a once-in-a-generation opportunity to put nurses and midwives at the centre of global and national health policy, and to celebrate what nurses and midwives do.

Find out how to get involved in the Nursing Now campaign at [nursingnow.org](http://nursingnow.org) or follow us on Facebook and Twitter @NursingNow2020

## MESSAGE TO MEMBERS



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

It is the greatest privilege to be announced as the RCN's permanent Chief Executive & General Secretary and to continue to serve you at the highest level in this role. I've spent the last seven months truly listening to what you want and how we can work with you, and for you, to protect and improve our profession. I've heard the challenges you're under and I'm ready to do battle on your behalf.

For too long our warnings have gone unheard. We insisted losing the bursary in England would result in a fall in nursing students. We cautioned against what would happen if funds for CPD were cut. Our predictions were right and our worst fears have been realised. We now have more than 40,000 nurse vacancies and thousands leaving the profession. This must stop. We must be consulted and listened to. Our time to make an impact is now.

So I won't sit back and let things happen to nursing. We'll use both the professional and trade union parts of the College to do what the RCN is here for – improve standards of care, tackle ministers and leaders and offer support and guidance to you in your varied roles.

Safe staffing legislation is just one example of how we can unite to change things on the frontline. We have a huge voice and huge power when we speak together. I urge all of you to get involved. Ministers are mistaken if they think we can be ignored anymore.

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



## Calling time on boredom at the Derwen Arms

Inspired by the Scandinavian model of dementia care, nursing staff in a south Wales hospital are driving up standards and providing personalised treatment for patients and their families

You wouldn't usually expect to find a pub in a typical NHS hospital ward. But for people with dementia who don't always realise they're in hospital, that sense of familiarity can be the difference between a good and bad day.

Recreating common surroundings and everyday life for people with dementia isn't new of course. The Scandinavian model of dementia care has been well documented. There, mini-villages with an emphasis on replicating life as it used to be provide safe surroundings for patients with dementia. Cultural and socialising preferences can be taken into account but in a resource-stretched NHS, ideas like these often remain just that.

Unless, that is, you have nursing staff who are absolutely determined to make a difference. Staff who are willing to use what resources they have to go the extra mile and use their imaginations to best effect.

### Creating something special

Many of the patients on the Derwen Ward in Ysbryd y Coed Hospital are older men living with dementia. With their hospital stays often lasting months, rather than weeks, staff get to know them well. They noticed that many of the men believe they're still working and come five o'clock they want to know why they're still there, when, as far as they're concerned, they should be clocking off and heading to the pub.

So staff got planning. But how do you make part of an NHS hospital ward look like a pub?

Ward manager Katharine Protheroe had always thought the curved design of the unused night station lent itself to being used as a bar, so she and her nursing team got creative.

### Being resourceful

"One of the support workers contacted a local commercial printing company. They designed a vinyl wall piece to look just like a bar. Leading off that area we've used a spare double bedroom as the bar's lounge. In there we have a fridge, a dart board, a pool table and some sports memorabilia," she says.

Having a ready-made activity which provokes happy memories of familiar surroundings has proved really helpful. Patients can pop into "The Derwen Arms" for a non-alcoholic pint before lunch or later on in the afternoon.

"It really helps settle the patients, but staff have got on board right from the beginning. We've taken on the project as our own, sourcing the essentials like sturdy plastic pint glasses. And relatives really enjoy being able to help too – they've gone to local pubs to ask for beer mats and bar towels," Katharine adds.

Using the space to replicate a former life isn't the end of the story in the Derwen Arms. Its new

role as a social area has brought benefits the staff hadn't dreamt of.

Dawn Griffin, clinical lead on the ward, decided to organise a romantic supper on Valentine's Day hosted in the pub.

"It was a chance to invite wives of our patients to spend time with their loved ones in a way they might have done before," she explains. "We spread rose petals around the whole ward and all the wives were blown away."

But staff hadn't predicted what happened next. Far from this being a one-off social event, the wives got talking to each other – they realised they weren't alone and swapped numbers.

They now support each other through many of the challenges that come with having a loved one who is living with dementia. Dawn is setting up an afternoon tea for the female relatives as the huge benefits of supporting them as well as the men in their direct care have become clear.

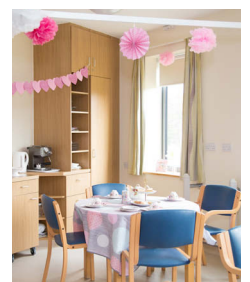
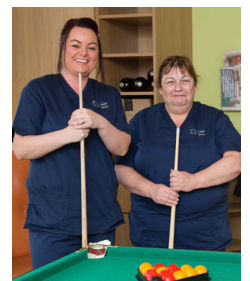
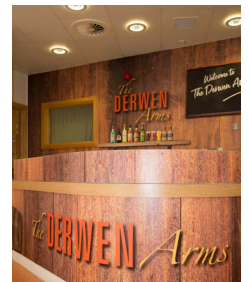
### Clear health benefits

Since the Derwen Arms opened its doors, there's been a huge change on the ward. A reduction in the number of falls, fewer medications being used and less aggressive behaviour have all been reported. The men are socialising like never before – initiating conversations, keen to know when the pub will open. Even staff satisfaction has improved.

“

The happy atmosphere they've created is so different to a traditional clinical environment

Words by Sharon Palfrey. Pictures by Stuart Fisher







Pictured left to right: Staff nurse Loren Evans, clinical lead Dawn Griffin, Ward manager Katharine Protheroe, relative Janet Gill and support worker Sharon Williams

More evidence is now being gathered but what's clear is that this is just the beginning. More events are being planned, including race days and bingo nights.

Managers have embraced and supported the work so now if you visit the ladies ward you'll notice a tea room and a hair salon as other wards get in on the act.

"Now ladies have their hair done and then come to our pub to socialise," says Dawn.

"Another ward is looking at setting up a flat and we've got plans for an outdoor garden with potting sheds."

A quiet revolution in NHS dementia care in this hospital is spreading. Resources might be thin on the ground but enthusiasm, compassion and care are abundant, thanks to nursing staff.

### RCN dementia guidance

By 2025 it's expected that more than one million people will be living with dementia in the UK. Visit [rcn.org.uk/dementia](https://www.rcn.org.uk/dementia) for guidance and resources that support the RCN's commitment to improving care for patients with dementia and their families.

## FROM THE HEART



### Denise Whitelock Daughter of a patient on Derwen Ward

Seeing Mum and Dad have their first meal together in a year on Valentine's night was wonderful. They sat together in the decorated Derwen Arms to exchange cards and gifts. It meant the world to Mum that Dad gave her a chocolate flower.

He's living with Lewy body dementia and has been on the ward for 17 months. The nursing staff there go way beyond their hospital duties to help us all live life as normally as we can. The happy atmosphere they've created is so different to a traditional clinical environment. Going for a game of pool in the pub with a non-alcoholic beer is a great way for us all to forget where he is just for a little while.

The individual care staff provide means I can go to them if I have a question or concern and I'm confident that they will come to us first if Dad becomes distressed. If we have a difficult visit, they phone me later to tell me if he's calmed down and they always let me speak to him on the phone. He's happy to ask them to phone me too, so he can speak to me anytime.

We're a close family so this is a very difficult time. Dad's had a visitor every single day since he's been on the ward. And on every day of these 17 months, the nursing staff have been there for us all.

[rcn.org.uk/dementia](https://www.rcn.org.uk/dementia)



# 10 FEATURES

READ MORE  
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bulletin](http://rcn.org.uk/bulletin)

## Celebrating nursing

As members prepare to party for Nurses' Day on 12 May, the UK's chief nursing officers share what they feel there is to celebrate about the profession right now

### Ruth May, Chief Nursing Officer, England

Ours is a truly unique profession. Nurses are there for people in the most profound moments.

Patients don't just talk about how nurses made them feel better with kindness, warmth and compassion. They talk about how reassured they were, how much more confident they were, because of the nurses' skill, expertise and competence.

My vision for nursing in England is to build a workforce fit for the future, renew the reputation of our profession and speak with one collective voice. Underpinning this vision is each of us. The amazing work we do. If we value ourselves and each other, if we speak as one, we are stronger.



I am proud to be a nurse. We are educated, and skilled. And ours is a profession which continues to evolve.

So on Nurses' Day I am optimistic for the future and I want to say thank you to each and every one of you.

*Picture of Ruth by Barney Newman*

### Jean White, Chief Nursing Officer, Wales



Nursing staff have always been flexible and creative in providing care to people of all ages. Now there's global recognition of the vital contribution nurses make to population health.

In Wales, nursing staff are leading the way in delivering improved service models and they'll be essential as we move more care out to the community in the years to come.

Workforce is our priority, so in addition to the now enacted nurse staffing levels legislation, we will start to see increasing numbers of newly qualified staff enter the workforce soon.

We also continue to support students with the bursary and are focussed on retaining and recruiting more staff.

Nursing is a wonderful profession with many highs and lows but when done with passion and commitment it can also bring great joy. Thank you all for your hard work and please accept my best wishes this Nurses' Day.

### Charlotte McArdle, Chief Nursing Officer, Northern Ireland

Nursing is dynamic, flexible, respected. It learns from its past to inform its future. It shapes itself to meet the population's needs.

Shortages are making work environments challenging but nurses do extraordinary things to ensure people are cared for. You go home knowing you've made a difference.

We've invested heavily in undergraduate places and this year we'll see the first of those additional graduates join the register. New nurses have exciting careers ahead because so many services will be nurse-led.

On Nurses' Day, I want to say thank you because I know how stressed our profession is. I also want to say, bear with us. It will take a little longer to sort out workforce challenges but there is a plan and we'll see the benefits soon. There's hope for the future – and things will get better as we work together to transform the health and social care system.



### Fiona McQueen, Chief Nursing Officer, Scotland

Nursing, the most trusted profession in the UK, is unique. It combines the human element with scientific knowledge and critical thinking, making it an exceptional career.

Nurses connect with people across communities and ages, making a tangible difference to lives. That's something to be incredibly proud of.

The Scottish Government really values nursing. The student bursary is increasing, student nurse numbers are growing, and there will be more funding for postgraduate education and training.

Legislation going through parliament commits to ensuring nurses' workload is taken into account in workforce planning. Nursing is challenging but this legislation recognises the importance of nurses' wellbeing.

So this Nurses' Day, I want to thank Scotland's nursing staff for caring for patients in ways that are sensitive, compassionate and so essential for health and wellbeing.





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## Care in the extreme

Combining a love for climbing with his skills as an emergency nurse has given RCN member Ben Cooper the chance to work in some of the world's most remote places



Three months into his nursing course aged 19, Ben was climbing in the Peak District when he heard someone blowing a whistle. "Few people had mobile phones in those days," says Ben. "I knew it was a distress signal as I'd used the same call after a climbing accident left me with broken ribs, arms and a head injury a few months before."

Following the call, Ben came across a paramedic already at the scene. "A climber and his friend had fallen, just like I had," says Ben. A few moments later, the Edale Mountain Rescue Team arrived. "Seeing what they did, and after what had happened to me, I wanted to help others by volunteering for them." Twenty-five years on, he's still involved.

### Challenging environment

"You don't have to be a nurse to volunteer, but my skills have

certainly helped in challenging environments," says Ben. "Being up a mountain and cold, sometimes in the dark with quite distressed people means you must remain calm and communicate well."

The team is on-call 24-hours a day, 365 days a year. Call-outs are usually from climbers, horse-riders and people who've got lost. "Many of those rescued have broken bones and are in shock," adds Ben. "Hypothermia can kill, so keeping people warm is key. You have to be confident you're able to look after yourself as well as others."

Unfortunately, Ben's had to recover people who have taken their own lives, or died from a fall. "We're all trained to deal with these types of situations and there is ongoing training too," says Ben.

"But I can still remember my first significant trauma. I was called to a young lad the same age as me.

"He was very unwell after a fall. He'd collapsed and I was trying to maintain his airway. We were both winched into a helicopter and taken to the hospital where I worked, where he later died.

"He was one of those patients you never forget. The sister on duty knew I was upset. She took me with her to clean him and put him in a gown, so I could do something for him. It's not good to bottle things up."

### International adventure

As well as helping those in distress up mountains, Ben's travelled as far as Antarctica to look after mountaineers and has worked in medical teams in the South Pole. He's even been a film body-double through his adventures.

"I spent time as a location nurse for TV and films in Greenland and Iceland. I changed my work to an annual hours contract, which gave me the flexibility to do other things I enjoy."

Outside his day job, Ben is one of only two UK nurses that run medical courses with World Extreme Medicine in Norway's Arctic Circle. "We train students in expedition craft, frostbite, hypothermia and avalanche rescue, among other things. It's amazing the volunteering roles out there for nursing staff, from humanitarian work to space medicine. Being part of a team and doing different roles in different parts of the world breaks down barriers between doctors and nurses. It's great to be able to use my nursing skills outside of a hospital setting."



It's amazing the volunteering roles out there for nursing staff

Words by  
Susan Embley

### Do you volunteer as a nurse?

If so, you can be safe in the knowledge the RCN's indemnity scheme will most likely cover you in your voluntary role. It's best to check the small print though. Visit [rcn.org.uk/indemnity](http://rcn.org.uk/indemnity)

## Summary annual report

Chair of RCN Council Sue Warner sets out the College's key achievements and challenges during 2018

The year saw hard-won progress on a number of important fronts, but held considerable and unexpected challenges for the RCN Group. I am determined we will learn from these and will adapt and be stronger as a result.

2017 ended with the opening of tough negotiations with the Westminster Government on a new pay award for England following the confirmation that it would 'Scrap the Cap' on NHS pay rises as a direct result of our members' intensive campaigning. In the early months of 2018, we kept the pressure on Government and NHS Employers, forcing them to drop planned attacks on unsocial hours payments and annual leave entitlement.

After an agreement was reached for the NHS in England and put to members in the spring, the RCN's own processes and procedures did not stand up to later scrutiny. Despite the very real benefits the three-year deal brings after years of austerity, the College should have been clearer in explaining to members how and when each would be affected. Senior personnel left and, following an extraordinary general meeting, elections were held to elect a new RCN Council.

In the time since, the College has taken forward recommendations made in an independent report by the Electoral Reform Services – including clearer governance, decision-making, accountability and, most importantly, member engagement and communication. These changes are designed to ensure the voice of our members shapes every aspect of the Group's work.

I truly believe our biggest strength is our members. Not many organisations can say they have such a large membership. We can be the only real voice of nursing. As Chair of Council, my key priority is to make sure that we're connecting with members in a meaningful way. We are undertaking research to understand how

members want to be communicated with, so that we can get better at it and make sure the RCN is the organisation members need it to be and the Group provides the services and support you need.

That voice is used most powerfully in our campaigning. Safe staffing legislation is the top priority for members and following the success in Wales, where the Nurse Staffing Levels (Wales) Act, was enshrined in law in 2016, campaigns began to take shape this year to fight for safe staffing legislation across the rest of the UK.

In 2018, the Group provided help and support to record numbers of members. We recruited more students in the autumn months than ever before and progressed our plans to recruit more health practitioners to the College, tailoring a greater number of our services to their work. Our fantastic network of accredited reps, reaching into workplaces, also gave immeasurable reassurance and support on the ground.

In this year, the RCN worked more co-operatively across the whole Group to develop our commercial offer and deliver on our ambition to diversify our finances, to roll-out a self-service model and manage the significant task of complying fully with new data handling (GDPR) laws to protect members' information.

The College faced one of the toughest years in its considerable history, but our dedicated and skilled staff ensured that it was business as usual throughout. The first ever group strategy and three-year plan for 2019-2021 was agreed, significant progress was made with the implementation of the new governance arrangements and our key business priorities for the year were delivered. The year ended with more members and greater energy and optimism for our future and that of the great profession we represent.

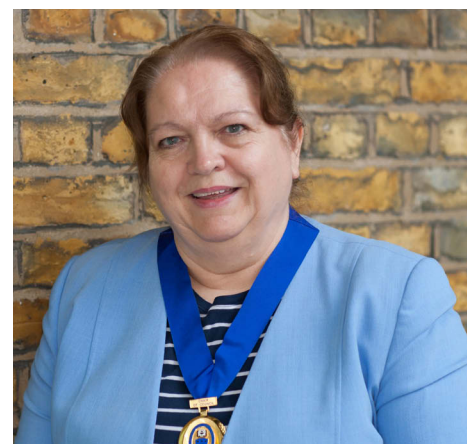
“

In 2018, the Group provided help and support to record numbers of members. We recruited more students in the autumn months than ever before and progressed our plans to recruit more health practitioners to the College, tailoring a greater number of our services to their work. Our fantastic network of accredited reps, reaching into workplaces, also gave immeasurable reassurance and support on the ground

The RCN Annual Report 2018 will be available to download from the RCN website and copies will be available at the ACC in Liverpool on Sunday 19 and Monday 20 May ahead of the 2019 annual general meeting.



**Sue Warner**  
Chair of RCN Council



# 14 SUMMARY OF ACCOUNTS

## Financial review for the year to 31 December 2018

These summarised RCN Group financial statements are prepared for distribution to the full membership. As they are a summary only, members seeking a full understanding of the financial affairs of the organisation can refer to the full accounts including the Auditor's Report and the Report of Council, copies of which are available from the Chief Executive & General Secretary, Royal College of Nursing, 20 Cavendish Square, London W1G 0RN or from the RCN website at [rcn.org.uk](http://rcn.org.uk)

The financial statements are presented in accordance with Financial Reporting Standard 102 (FRS 102), issued by the Financial Reporting Council and the Trade Union and Labour Relations (Consolidation) Act 1992. The RCN Group statements report the consolidation on a line-by-line basis of RCN UK, its trading subsidiary RCNi, the RCN Foundation and RCN Holdco Limited.

These summarised accounts include a consolidated statement of comprehensive income, statement of changes in equity and the statement of financial position.

The consolidated statement of comprehensive income shows that the RCN Group total income in the year to 31 December 2018 was £90.2m, which is the same as in the previous year to 31 December 2017. Total expenditure was £83.5m in the year to 31 December 2018 compared to £83.6m in the year to 31 December 2017.

Total RCN membership income was £73.9m in the year to 31 December 2018, increasing by only £67k compared to the year ended 31 December 2017. There has been growth in the health practitioner membership category, including those joining from the first cohort of trainee nurse associates.

The slight decrease in group expenditure is due to lower costs of member representation for regulatory and clinical negligence indemnity cases. Although staff costs have increased, this was offset by efficiencies in business support costs.

The RCN Group operating surplus for the year ended 31 December 2018 of £6.7m is similar to the operating surplus of £6.6m in 2017, reflecting the fact that both income and expenditure remain broadly similar to the previous year.

Activity outside of the operating surplus includes investment income, currency movements linked to investments and dividends from subsidiaries. After incorporating these activities the RCN Group is reporting a surplus after taxation of £9.9m (31 December 2017: £13.4m)

The decrease in the RCN Group surplus has been driven by poor performance of the RCN Group investment portfolios and adverse currency movements relating to these investments. Further information regarding investments can be found in the RCN Group annual report and financial statements.

The RCN Group defined benefit pension scheme liability at 31 December 2018 was £2.5m (31 December 2017: £12.2m). Council continue to be committed to reducing this deficit. Further information regarding the defined benefit scheme can be found in note 15.2 of the RCN Group annual report and financial statements.

### Risk management

Council has a formal risk management process assessing the risks to which the RCN Group is exposed. This involves identifying the types of risk the RCN faces, prioritising them in terms of potential impact and the likelihood of occurrence, and identifying means of mitigating those risks.

### Council members' responsibilities

In approving the full financial statements, Council are confirming they are satisfied these statements give a true and fair view of the state of affairs of the group and the surplus in the period.

Council are responsible for keeping adequate accounting records, for safeguarding the assets of the group and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each Council member is aware, there is no relevant audit information of which the organisation's auditor is unaware.

The full financial statements, from which these summarised financial statements are derived and on which the auditors gave an unqualified opinion, were approved by Council on 9 April 2019.





## Summary financial statements and graphs for the RCN Group

### Consolidated statement of comprehensive income for the year ended 31 December 2018 (£'000)

	31 December 2018 £'000	31 December 2017 £'000
Total income	90,198	90,189
Total costs	83,470	83,584
<b>Operating surplus</b>	<b>6,728</b>	<b>6,605</b>
Investment income	2,524	2,434
Net realised investment gains	2,233	3,635
Foreign exchange (losses)/gains on investments	(1,560)	801
Taxation	5	(79)
<b>Surplus after taxation</b>	<b>9,930</b>	<b>13,396</b>
Actuarial gains/(losses) on defined benefit scheme	1,829	(938)
Revaluation reserve adjustment	(64)	(63)
Net unrealised (losses)/gains on fixed asset investments	(5,292)	3,295
<b>Total comprehensive income for the period</b>	<b>6,403</b>	<b>15,690</b>

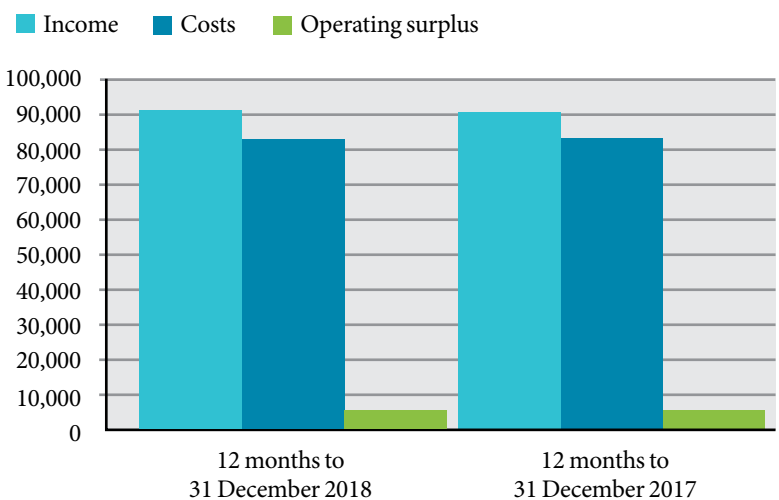
### Reconciliation of changes in equity for the year ended 31 December 2018 (£'000s)

	31 December 2018 £'000	31 December 2017 £'000
Surplus in period	9,930	13,396
Total comprehensive income	(3,527)	2,294
<b>Net changes in funds</b>	<b>6,403</b>	<b>15,690</b>
Accumulated funds at beginning period	123,427	107,737
<b>Accumulated funds at period end</b>	<b>129,830</b>	<b>123,427</b>

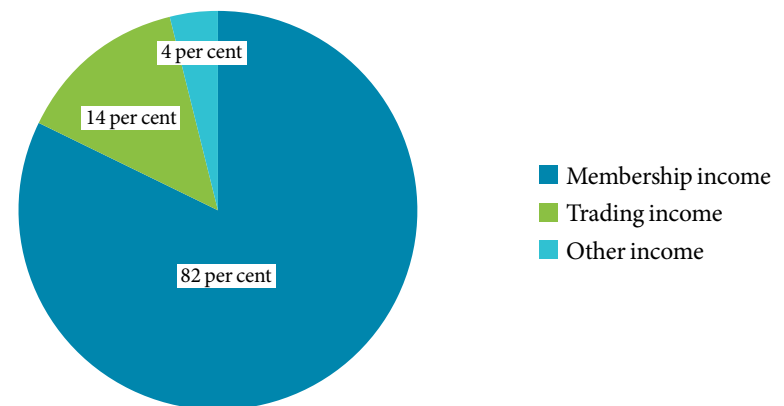
### Consolidated statement of financial position as at 31 December 2018 (£'000s)

	31 December 2018 £'000	31 December 2017 £'000
Property, plant and equipment	18,466	21,111
Intangible assets	2	5
Investments	90,359	94,978
Current assets	39,633	35,828
Creditors falling due within one year	(10,854)	(10,299)
Provision	(5,305)	(6,032)
Defined benefit pension scheme liability	(2,471)	(12,164)
<b>Total net assets</b>	<b>129,830</b>	<b>123,427</b>
Funds:		
Revaluation reserve	1,991	2,055
Accumulated funds	97,680	99,841
<b>Reserves excluding reserves for charitable purposes and pension liability</b>	<b>99,671</b>	<b>101,896</b>
Pension reserve	(2,471)	(12,164)
<b>Reserves excluding reserves for charitable purposes</b>	<b>97,200</b>	<b>89,732</b>
Reserves for charitable purposes	32,630	33,695
<b>Total reserves</b>	<b>129,830</b>	<b>123,427</b>

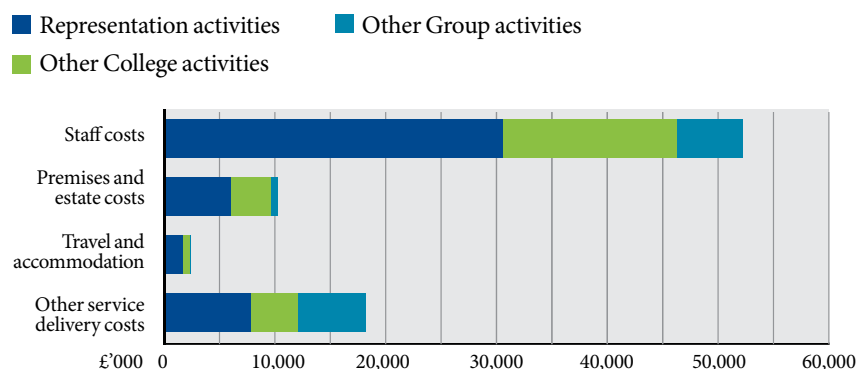
### Consolidated statement of comprehensive income



### Breakdown of RCN Group Income sources



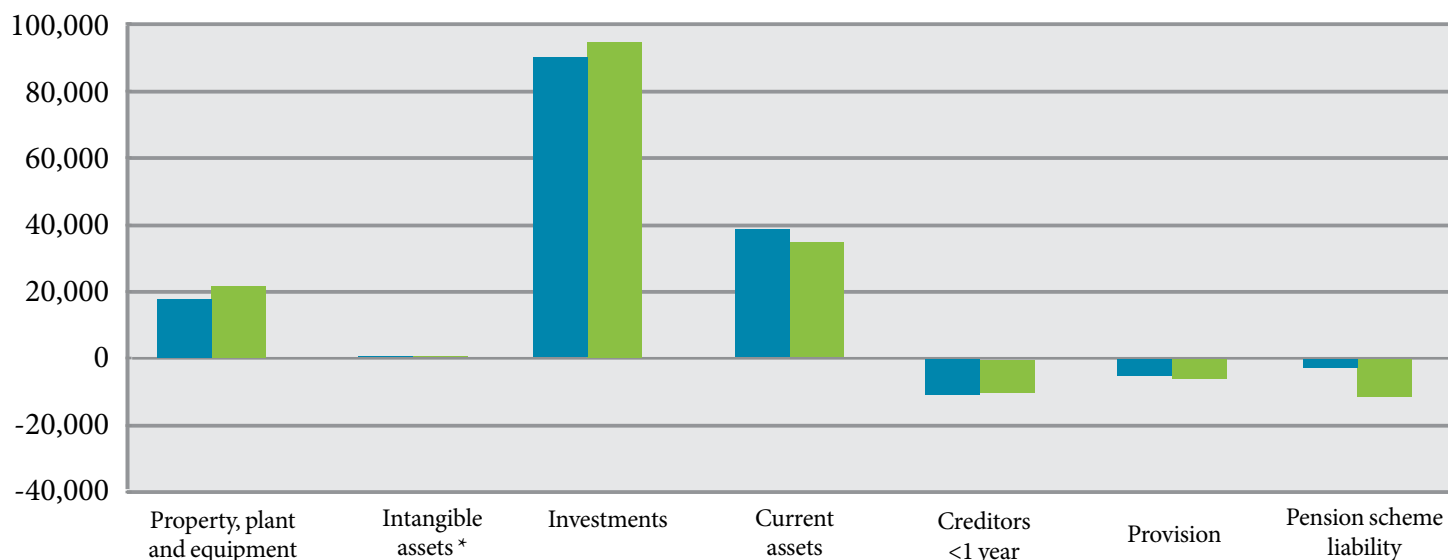
### Breakdown of RCN Group expenditure by activity



# 16 SUMMARY OF ACCOUNTS

## Consolidated statement of financial position

■ 31 December 2018 ■ 31 December 2017



\* Intangible assets of £2,000 are held by RCNi but are not visible on the graph due to the scale of the axis.

## Independent auditor's statement to the members of the Royal College of Nursing of the United Kingdom (RCN)

We have examined the summary financial statements contained within the Summary of Accounts for the year ended 31 December 2018 which comprise the Summary Consolidated Statement of Comprehensive Income, Summary Consolidated Statement of Financial Position and reconciliation of Changes in Equity. The Summary of Accounts are not required to be produced under the Trade Union and Labour Relations (Consolidation) Act 1992 (the "Act"), and regulations under the Act, and have been voluntarily produced by the Council members.

This report is made solely to the College's members, as a body, in accordance with the terms of our letter of engagement with the College. Our work has been undertaken so that we might state to the College's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the College's members as a body, for our audit work, for this report, for our audit report, or for the opinions we have formed.

### Respective responsibilities of Council members and auditor

The Council members are responsible for preparing the Summary of Accounts (which includes the summary financial statements) and the supplementary material in accordance with applicable United Kingdom law.

Our responsibility is to report to you our opinion on the consistency of the summary financial statements contained within the Summary of Accounts with the full annual financial statements.

We also read the other information contained in the Summary of Accounts and the supplementary material as described in the contents section, and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summary financial statements.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the College's full annual financial

statements describes the basis of our opinion on those financial statements and the Report of Council.

### Opinion

In our opinion, the summary financial statements contained within the Summary of Accounts in *RCN Bulletin* are consistent with the full annual financial statements for the year ended 31 December 2018.

**Deloitte LLP**  
Statutory Auditor, London  
United Kingdom  
9 April 2019

**Notes:** The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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## A European community of learning

While the UK's future relationship with the rest of Europe remains uncertain, a pan-European network is ensuring the nursing profession continues to nurture its continental links



The Florence Network is one of Europe's oldest nursing and midwifery networks. Made up of 46 health care-focused educational institutions from 21 European countries, including the UK, it allows a platform for exchanging ideas and experiences and enhances personal, professional and curriculum development.

"I would call it a community of learning, sharing and caring for European higher education nurses and midwives," says the network's President, Susan Schaeferli-Lim. "International collaboration is important. Through it we find creative solutions for similar problems."

Northampton University – one of only two English universities in the Florence Network – was invited to join in 2016 following its well-established and highly successful European exchange

programmes, particularly with Denmark and Finland.

"European nurses are connecting with each other for the good of patients and the education of nurses," says the university's subject lead for nursing Donna Bray. "It's critical that nurses speak up and talk about the value of these relationships."

### Forward looking

The network holds an annual conference, which was hosted this year by Coventry University, the other English university in the network. Topics addressed included artificial intelligence and simulation in education, mental health in the future workforce, the wellbeing of migrants, and innovations in teenage cancer care.

Looking ahead, the network is keen to encourage more research.

Last year, they created a research group and are hoping to bring several institutions together with similar interests.

"From a network perspective, this is an organisation that thrives on unity," says Richard Luck, Associate Head of International at Coventry University's School of Nursing, Midwifery and Health. "Nursing and midwifery are not just professions but a global movement. It's crucial that we ensure students are professionally ready to practise and have a broad knowledge of global research and developments."

For students, the benefits to taking part include developing their communication skills, networking, clinical and theoretical knowledge, alongside intercultural skills which can be adapted to work with local diverse communities.

### Improving career prospects

It could also make all the difference when seeking employment, says Mr Luck. "One student told me that, at an interview for a qualified post, the employer put down the interview documents and asked her to tell them about her international field trip, and how she felt it enhanced her studies.

"The student was convinced one of the reasons for her success was not just her education at Coventry University, but her broad experience of international activities across three years."

“

European nurses are connecting with each other for the good of patients

Find out more about the Florence Network at [theflorencenetwork.coventry.domains](http://theflorencenetwork.coventry.domains)

Words by  
Lynne Pearce



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**VACANCY FOR CHEMOTHERAPY NURSES**

The Gibraltar Health Authority invites applications from suitably experienced Registered Nurses who are competent in all aspects of Chemotherapy delivery for a two year Contract at St Bernard's Hospital.

We are seeking to recruit enthusiastic and motivated professional Registered Nurses who are competent in all aspects of Chemotherapy delivery to join our team.

The candidate will be responsible for providing specialist Nursing advice and support to patients, their families and other Health Care professionals, following diagnosis and through all stages of treatment and delivery of the Chemotherapy service. Inclusive of assessing / counselling patients and taking an active role in patient care plans, administration of Chemotherapy and other cancer / haematological treatments including supportive therapy and subsequent support for advice regarding any complications.

The post holder will be required to have excellent communication and interpersonal skills to work within our oncology / chemotherapy unit. The successful applicant will work under the direction of the Clinical Lead / Chemotherapy Nurse Specialist assisting to help develop the services to support patients and their families / carers through treatment and staff through education programs to deliver the Chemotherapy Service.

Applicants must have the relevant qualifications and experience in administering cytotoxic medication, care and maintenance of CVC's, including portacaths and peripheral venous cannulation.

Further details of the post may be obtained from Mr Jason Pincho or Ms Fiona Mccoubrey Clinical Nurse Managers on Tel: +350 200 72266 ext. 2363 or email: Jason.pincho@gha.gi or Fiona.mccoubrey@gha.gi

Application Packs are available from the Human Resources Department, Gibraltar Health Authority, St Bernard's Hospital, Harbour Views Road, on (Tel: 00-350-200-72266 ext. 2084) or (email: maddie.zammitt@gha.gi)

Closing date: **17th May 2019** with interviews taking place shortly after.



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**VACANCY FOR CLINICAL NURSE SPECIALIST/  
LEAD IN CHEMOTHERAPY**

The Gibraltar Health Authority invites applications from suitably qualified Clinical Nurse Specialists in Chemotherapy for a two year Contract at St Bernard's Hospital.

We are seeking to recruit an enthusiastic and motivated professional Registered Nurse who is competent in all aspects of Chemotherapy delivery to join our team.

The candidate will be responsible for assessing / counselling patients prior to commencement of therapy, identification of care plans, administration of Chemo therapy and other cancer / haematological treatments including supportive therapy and subsequent advice following complications

The post holder will be required to have excellent communication skills and to work as an autonomous practitioner including assisting to help develop the services to support patients through treatment and staff through education programs.

The Clinical Nurse Specialist / Lead Chemotherapy Nurse will work with the Strategic Clinical Network and Clinical groups with a responsibility to deliver the Chemotherapy Services.

Professional development is integral to this and we will be seeking that the successful applicant will take an active role in the expansion and improvement of our services and practice to ensure a quality journey so that we can exceed our patient's expectations.

Further details of the post may be obtained from Mr Jason Pincho or Ms Fiona Mccoubrey Clinical Nurse Managers on Tel: +350 200 72266 ext. 2363 or email: Jason.pincho@gha.gi or Fiona.mccoubrey@gha.gi

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## EXPRESSIONS OF INTEREST

**For Nurse Co-Operative**

*members, associates, interested parties required*

**Aims:** employment in a variety of settings

**Objective:** sustainable development, freelance freedom in a collective



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Please state your location (city/town) and qualification/s



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£26,592-£33,241 + benefits  
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Minor Injuries Nurse/Practitioner  
Band 6 to £37,267 + benefits  
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- ✓ 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**



## REGISTERED NURSE NIGHT DUTY LOOE, CORNWALL

An opportunity has arisen for a registered nurse to work with our night duty team. The home is divided into a General Nursing wing and a specialist Dementia Care facility, with a Registered Manager and Clinical Lead heading each unit. A senior post possibly available to the right candidate.

Established in 1989, we are a family run business. Rated outstanding for Caring in our last CQC inspection, our vision is to continue in our quest to achieve excellence in all areas. We are looking for someone who shares our vision and passion for care. We are located in a beautiful area of Cornwall only 20 miles from Plymouth. Good road and rail connections and a thriving local community.

We offer excellent working conditions and an environment that is motivating and appreciating. We are a team; this means you will be fully supported in your role. You will need a valid NMC PIN and some experience in dementia care. We can offer assistance with relocation or possibility of local rented accommodation.

For full details of the post and local area please contact Sharon Keast, Shelley Blyth or Diane Price on **01503 265151** during office hours or email [sharonkeast@hillcrestlooe.co.uk](mailto:sharonkeast@hillcrestlooe.co.uk)



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Nursing doesn't have to mean unsociable hours and unrealistic workloads. With the **ENA Care Group** you can continue to use your skills and knowledge to support disabled and elderly individuals, including CPD training costs.

ENA Care Group is a privately owned company that is renowned for providing high levels of care to individuals in their own home. This involves the management of our client's clinical needs and the training and supervision of our carers.

Other Perks: Duvet Days, Car, Health Plans, Sociable Work Hours, Pension, Supportive Working Environment and more!



To apply or find out more call Clare on 07789 48505 | Or Email [clare@ena.co.uk](mailto:clare@ena.co.uk)

## MANAGEMENT



### Head of Clinical Services

Worthing, West Sussex  
 37.5 hours per week  
 c£50,000 per annum

We are now recruiting for a **Head of Clinical Services** to lead our multi-disciplinary clinical team. If you are a Registered Nurse leader, who holds a valid NMC pin, mentorship qualification and are passionate about the delivery of high-quality clinical services then we welcome your application. Please contact the **H.R. team** on: **01903 213458** for an application pack or visit our website for further details.

## CHILD HEALTH



## Culford

Founded 1881  
 HMC IAPS  
 Culford is an independent boarding and day school for boys and girls aged 1 to 18 years

### Residential Nurse (Band 6)

From September 2019

A vacancy has arisen for a residential nurse (Band 6) at Culford School. The role is 19hrs per week plus overnight and weekends on call. Rent free accommodation is a 3 bedroomed ground floor flat with garden attached to the medical centre and available to the post holder throughout the year. Benefits include: 18 weeks holiday per year, all meals during term time, sports centre membership and school fee remission.

Culford is set in 480 acres of magnificent landscaped grounds. It boasts state of the art teaching facilities as well as top quality sports, social and recreational amenities.

Culford is committed to safeguarding and promoting the welfare of children; applicants will undergo appropriate child protection screening and be subject to checks with previous employers and the Disclosure and Barring Service.

Further details and an application form may be obtained from the HR Office; **HR@culford.co.uk**

**Closing date for applications: Wednesday 8th May 2019**

Culford School, Bury St Edmunds, Suffolk IP28 6TX  
 Telephone: 01284 728615 Fax: 01284 728631  
 Email: [hr@culford.co.uk](mailto:hr@culford.co.uk) [www.culford.co.uk](http://www.culford.co.uk)  
 Registered Charity No. 1142794  
 Administered by Methodist Independent Schools Trust Company Registration 7649422

## HCAHealthcare UK



### Diversify your paediatric nursing skills

#### Discover how Rui dos Santos, PICU Clinical Nurse Manager, joined HCA Healthcare UK.

"I studied nursing in Portugal and came over to the UK to join the NHS. While I was there, colleagues told me about the opportunities in private healthcare, and how I could get **the chance to work with pioneering clinicians and develop my career**. So I joined HCA UK in 2012."

"On my first day as a Senior Staff Nurse at The Harley Street Clinic, I had the opportunity to work alongside a Consultant who'd created a surgical procedure that revolutionised cardiac surgery worldwide."

"Imagine my surprise to be side-by-side with someone that I had only read about in books – it made me realise that **HCA UK really does work with the best experts**."

"I have been able to develop my career here, thanks to the fantastic development opportunities that they provide. Not only allowing movement around campuses to diversify and develop skills, but also facilitating academic growth."

We have opportunities for Paediatric and PICU nurses, all of which offer the chance for excellent permanent and annualised hours working and outstanding benefits, including:

- Funding for the PICU qualification
- Preceptorship and mentoring programme
- Exposure to acute and complex care

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We specialise in neuro rehab, cardiac and oncology treatments that aren't available anywhere else.

**You'll also receive our new Golden Hello bonus\* – if you are child registered and hold a PICU qualification, you'll receive £5k when you start, £5k after 12 months and a further £5k after 24 months. If you don't have the qualification, you'll receive an additional month's salary when you start.**

To find out more or apply, contact

[maria.macleod@hcahealthcare.co.uk](mailto:maria.macleod@hcahealthcare.co.uk)

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### Staff Nurse + Senior Staff Nurse (RMN/RNLD) Band 5 + 6 (£24,214-£37,267)

Working within a newly built unit providing a service for people with learning disabilities and complex needs.

**Due to location you will need to be a driver.**

Fantastic benefits package!

### Charge Nurse (RMN/RNLD) Practice Development Nurse £37,000-£38,633 + benefits

Working within a Forensic Low/ Medium Secure Hospital for Males/Females aged 18+

**Mixed shifts or days or nights only!**  
4 and 3 shifts per week (Full time)

Fantastic benefits package and opportunities for great career and specialist development.

### Community Mental Health Nurse (RMN) Band 5 & 6, £24,214-£37,267 Full and Part Time!

Join a community team providing a Home Treatment Service.  
Patients aged 18+ inc older adults.

**Newly qualified nurses and preceptors welcome**  
Fantastic benefits inc **flexible working/pension/relocation package.**

**Bòrd SSN nan Eilean Siar**



**NHS**  
Eileanan Siar  
Western Isles

**Health Centre, Springfield Road, Stornoway, Isle of Lewis, HSI 2PS**

## Lead Nurse Cancer and Palliative Care

**Band 8B: £53,291 - £62,259 pro rata**  
**Plus £1,043 Distant Islands Allowance pro rata**  
**Permanent, 30 hours per week** **Ref: WI2167c**

**For more information on living and working in the Western Isles, visit the website: [www.wihb.scot.nhs.uk/wihrr.pdf](http://www.wihb.scot.nhs.uk/wihrr.pdf).**

An exciting opportunity has arisen for a skilled, motivated and experienced individual who will further develop and lead the Cancer and Palliative Care Services within the Western Isles in line with national standards. The post holder will be based in Stornoway and have managerial responsibility for the Western Isles Macmillan Nursing team.

As part of the Lead Cancer Clinician element of the role, the successful candidate will act as the QPI lead in terms of receipt, commentary and action plan development. Fundamental to this role, is extensive experience, expert knowledge and skills at a senior level in cancer and or palliative care, evidence of partnership working and maintaining of relationships.

This role will provide strategic nursing leadership, effective management and expert professional advice and it is essential that you are currently a Registered Nurse with the NMC with a masters level post graduate qualification in this field. You should have substantial post registration experience and must demonstrate positive and enabling leadership skills.

Applications are invited from those who are suitably qualified in this field of practice.

*For further information on this post, please contact Kathleen McCulloch, Lead Nurse Community on 01851 763307.*

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is eligible for relocation expenses.

*All NHS Western Isles vacancies appear on the SHOW website: [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk) along with a job description and an application form.*

*Gheibhear bileag-tagraidh agus dealbh-obrach bho Roinn Feachd-obrach, Ospadal nan Eilean Siar, Rathad MhicAmhlaigh, Steòrnabhagh, Eilean Leòdhais HSI 2AF. Fòn: 01851 762027.*

*Return completed application form in Word Format to [wihb.recruit@nhs.net](mailto:wihb.recruit@nhs.net) or mail to; Human Resources Department, Western Isles Hospital, Macaulay Road, Stornoway, Isle of Lewis HSI 2AF. Paper copies can be obtained by calling Tel: 01851 762027.*

*Closing date: 30 May 2019.*

Misneachail mu chiorraimaich



[www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk)

## LEARNING DISABILITIES

**North and West Division**



**NHS**  
Highland

**Sutherland Base**

### Community Learning Disability Nurse Lead/Advanced Practitioner – (Band 7)

**£32,974 - £43,471** **Ref: 107/18.19ES1**

An exciting opportunity has arisen based within the outstandingly beautiful county of Sutherland. Working as a Community Learning Disability Nurse Lead/Advanced Practitioner you will have a clinical caseload in Sutherland and also provide professional leadership across the N & W Division of NHS Highland.

We are looking for a motivated individual who is able to work as part of a team and is seeking to develop their Advanced Practice and Leadership skills in this rewarding area of nursing.

You will be a First level Registered Nurse, (Learning Disability) and have an excellent level of professional knowledge, skill and clinical nursing expertise attained through experience. You will also have good leadership, change management and service improvement skills.

Relocation package will be available to the successful candidate.

This is a permanent post of 37.5 hours per week, to be worked Monday-Friday.

*Informal enquiries would be welcomed by Lorraine Coe, District Manager, Team Lead (Sutherland), Tel: 01408 664033.*

*Application forms/full information packs are available (quoting Job Ref: 107/18.19ES1) by telephoning Employment Services on 01955 880403 or emailing [northarea.recruitment@nhs.net](mailto:northarea.recruitment@nhs.net).*

*Closing date for applications: 12 noon on Wednesday 15th May 2019.*



[www.nhshighland.scot.nhs.uk](http://www.nhshighland.scot.nhs.uk)

## CRISIS CARE PRACTITIONER

RMN £2300 Golden Hello Included

Want to try something new? We have an exciting band 6 opportunity in our Ealing Crisis, Assessment & Treatment Team (CATT). You will gain a variety of experience as a key member of the community healthcare team and be part of a multi-disciplinary service that other teams call on for help. Working in this service places you on the frontline of community mental health service and will enable you to respond to a variety of clinical needs at short notice. The role in CATT consists of initial assessments and also brief home-based treatment to people with mental health problems at risk of admission to hospital. We also provide what we consider as brief interventions for those presenting with low need mental health difficulties for up to three months.

The successful candidate for this Mental Health Nurse post will meet the following criteria:

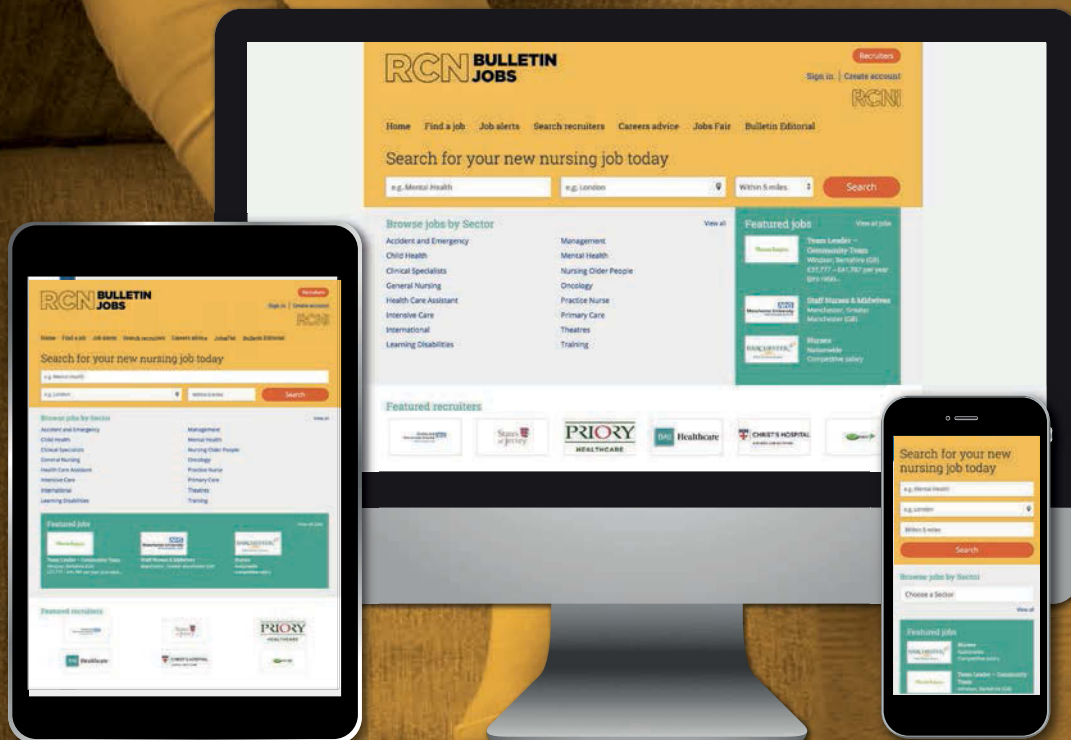
- Qualified Mental Health Nurse
- Up to date NMC registration
- Demonstrate proven experience working in an acute mental health setting
- Strong communication and interpersonal skills

**For further details / informal visits contact:**  
**Sarah (Ealing Team Manager, 07968 473 406)**  
if you would like to discuss this opportunity further or arrange an informal visit.

Apply via this link:  
[https://www.jobs.nhs.uk/xi/vacancy/?vac\\_ref=915548993](https://www.jobs.nhs.uk/xi/vacancy/?vac_ref=915548993)

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**On: Weds 10th July 2019**

**Cost: £100 per day (or £175 for both days)**

*Course includes:* Tutorials, Practical Demonstrations & Workshops. Suitable for both acute & community healthcare professionals.

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Please visit the website for details on how to book

#### Course Content Includes: -

Verbal/ Non-Verbal Communication, Breakaway Techniques, Physical Disengagement, Post-Crisis

### Safeguarding Children Level 3 (1 Day)

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

LONDON COURSES:- MAY 7th JUN 4th JUL 8th

#### Course Content Includes: -

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

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

**ONLY £395**  
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£474 (inc of VAT)



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LONDON COURSES:- MAY 1st - 2nd JUN 12th - 13th

BIRMINGHAM COURSES:- MAY 1st - 2nd

MANCHESTER COURSES:- JUN 11th - 12th

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

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

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£90 (inc of VAT)



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

LONDON COURSES:- MAY 22nd

BIRMINGHAM COURSES:- MAY 22nd

MANCHESTER COURSES:- MAY 21st

#### Course Content Includes: -

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

### 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:- MAY 8th, 22nd JUN 5th, 19th

BIRMINGHAM COURSES:- MAY 7th JUN 11th

MANCHESTER COURSES:- MAY 28th JUN 25th

#### Course Content Includes: -

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

### 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:- MAY 15th JUN 1st JUL 4th

MANCHESTER COURSES:- MAY 29th JUN 11th

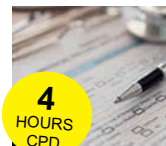
#### Course Content Includes: -

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

### 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:- MAY 15th JUN 1st JUL 27th

MANCHESTER COURSES:- MAY 7th JUN 18th

#### Course Content Includes: -

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

### 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:- MAY 21st JUN 8th, 18th

BIRMINGHAM COURSES:- MAY 8th JUN 5th

MANCHESTER COURSES:- MAY 22nd JUN 19th

#### Course Content Includes: -

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

### 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:- MAY 20th JUN 10th JUL 9th

BIRMINGHAM COURSES:- MAY 15th JUN 7th

#### Course Content Includes: -

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

**Book Online at [www.hs-group.com](http://www.hs-group.com)**  
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**7**  
HOURS  
CPD



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MAY - 3rd, 4th, 10th, 11th, 13th, 17th, 18th, 20th, 24th, 25th, 31st

**LONDON VICTORIA**  
MAY - 2nd, 4th, 7th, 14th, 16th, 18th, 21st, 23rd, 25th, 28th, 30th

**LONDON STRATFORD**  
MAY - 1st, 2nd, 3rd, 4th, 7th, 8th, 9th, 10th, 11th, 13th, 14th, 15th, 16th, 17th, 18th, 20th, 21st, 22nd, 23rd, 24th, 25th, 28th, 29th, 30th, 31st

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MAY - 7th, 21st, 24th

**READING**  
MAY - 7th, 14th, 28th

**LUTON**  
MAY - 1st, 8th, 15th, 22nd, 29th

**BIRMINGHAM**  
MAY - 3rd, 4th, 9th, 11th, 13th, 16th, 18th, 20th, 23rd, 25th, 30th

**COVENTRY**  
MAY - 1st, 14th

**LEICESTER**  
MAY - 1st, 15th, 29th

**BRISTOL**  
MAY - 7th, 14th, 21st, 28th

**CARDIFF**  
MAY - 1st, 9th, 15th, 20th

**EXETER**  
MAY - 2nd, 16th, 30th

**SOUTHAMPTON**  
MAY - 2nd, 17th

**PORTSMOUTH**  
MAY - 7th, 29th

**BOURNEMOUTH**  
MAY - 15th, 16th

**BRIGHTON**  
MAY - 17th, 21st

**MAIDSTONE**  
MAY - 2nd, 9th, 16th, 23rd, 30th

**MILTON KEYNES**  
MAY - 7th, 14th, 21st, 28th

**COLCHESTER**  
MAY - 16th, 30th

**CHELMSFORD**  
MAY - 15th, 29th

**HUNTINGDON**  
MAY - 3rd, 10th, 17th, 24th, 31st

**NORWICH**  
MAY - 17th, 20th

**NORTHAMPTON**  
MAY - 7th, 14th, 21st, 28th

**PETERBOROUGH**  
MAY - 1st, 13th

**DERBY**  
MAY - 10th, 24th

**NOTTINGHAM**  
MAY - 3rd, 10th, 17th, 24th

**SHEFFIELD**  
MAY - 2nd, 9th, 16th, 23rd, 30th

**LEEDS**  
MAY - 1st, 3rd, 4th, 8th, 10th, 15th, 17th, 18th, 22nd, 24th, 29th, 31st

**LIVERPOOL**  
MAY - 13th, 20th

**MANCHESTER**  
MAY - 2nd, 3rd, 9th, 10th, 11th, 13th, 14th, 16th, 17th, 18th, 20th, 23rd, 24th, 25th, 30th, 31st

**BRADFORD**  
MAY - 14th

**PRESTON**  
MAY - 8th, 22nd

**NEWCASTLE**  
MAY - 1st, 24th, 29th

**HULL**  
MAY - 8th, 22nd

**GLASGOW**  
MAY - 21st

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