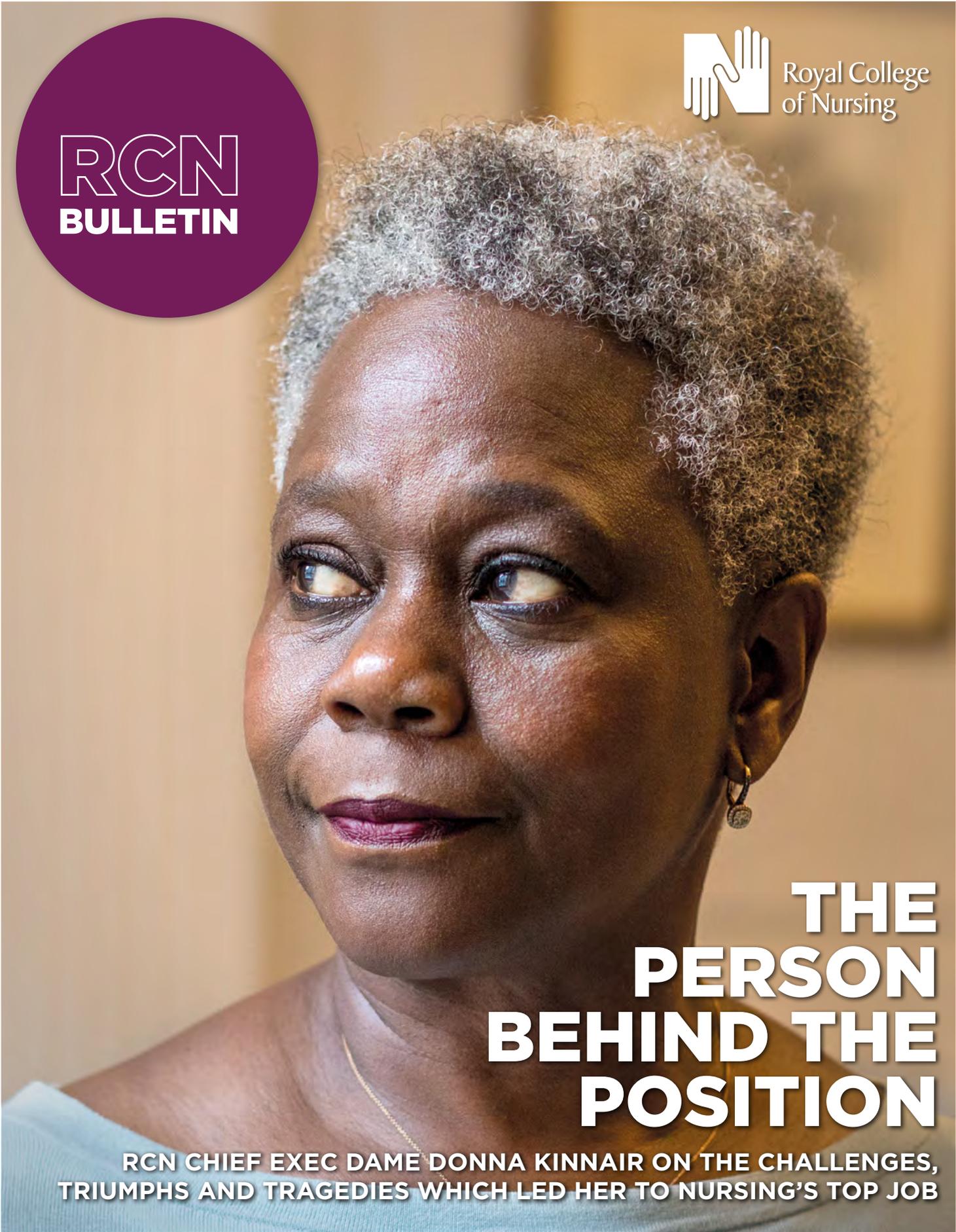




Royal College of Nursing



THE PERSON BEHIND THE POSITION

RCN CHIEF EXEC DAME DONNA KINNAIR ON THE CHALLENGES, TRIUMPHS AND TRAGEDIES WHICH LED HER TO NURSING'S TOP JOB

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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 Justine Desmond



Nursing student numbers are still falling short

Recent figures from the Universities and Colleges Admissions Service (UCAS) revealed the number of students accepted onto undergraduate nursing degrees in England is nowhere near enough to meet present and future health care demands. There was a small increase of 4% from last year, but this is still down by 8% (with 1,360 fewer people accepted) since 2016, the year in which the nursing bursary in England was removed.

To begin to address the nursing workforce crisis, our *Fund our Future* campaign is calling on the UK Government to invest at least £1bn a year into nursing higher education in England. In Scotland, the number of students accepted on to nursing degrees has risen by 8% since last year, which coincides with the country's bursary being increased to just over £8,000. Students in Wales, Scotland and Northern Ireland can still access the bursary. Visit rcn.org.uk/fundourfuture

New nurses' money guide

Qualifying as a nurse and receiving that first, well-deserved pay cheque is a really exciting time. But moving from university to the working world and learning to juggle income with new costs and debt repayments can also be a challenge.

The RCN has a digital money guide available to help newly qualified nurses navigate the world of postgraduate finance. The comprehensive online guide helps maximise income and reduce outgoings and provides practical advice on everything from graduate accounts to affordable housing. Visit rcn.org.uk/nqn-money-guide

Apply online for RCN Foundation grants

You can now apply for education and career development grants on the new RCN Foundation website.

These grants, which fund postgraduate qualifications and professional training, support those involved in nursing to develop their careers and improve the care they give to patients.

The education grants currently available are for up to £5,000 and are open to nurses, midwives and nursing support workers who will begin their studies between January 2020 and January 2021.

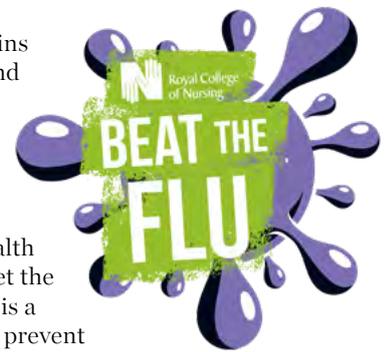
The RCN Foundation is also piloting its new RCN Foundation Leathersellers' Grant, aimed at undergraduate nursing students.

Deepa Korea, RCN Foundation Director said: "Our newly launched website streamlines the grant process and allows applicants to save time and money by applying online."

More than 100 RCN Foundation grants are awarded each year. Read more and apply today at rcnfoundation.rcn.org.uk/apply-for-funding

Are you helping to beat the flu?

As winter begins to creep around the corner, the RCN is running its #BeatTheFlu campaign to encourage health care staff to get the flu vaccine. It is a simple way to prevent influenza and avoid transmitting the virus to others.



We know that many of you are as passionate as we are about beating the flu and protecting your patients. To help us spread the word and encourage all frontline health care staff to get vaccinated, we'd love to hear from people who have implemented initiatives in their workplace to increase uptake of the vaccine. Send your story to bulletin@rcn.org.uk

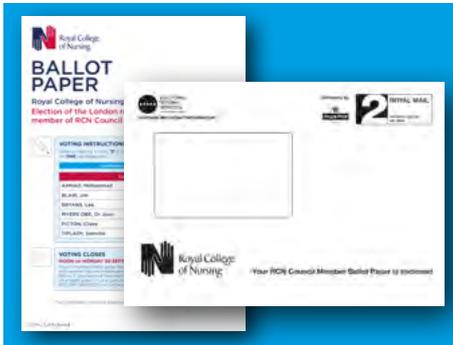
Shed load of savings



Be a savvy spender with RCNXtra

Enjoy exclusive discounts on everything from the weekly shop to half-price cinema tickets, household bills, clothing and much more. Plus, earn **WOWPoints** as you shop.

Xtra benefits. Xtra easy.
Register now at rcn.org.uk/xtra



Vote now in RCN Council elections

You have until 30 September to choose who will represent you on the RCN's governing Council for the next four years. Elections are taking place in the following constituencies; London, Northern, Northern Ireland, Scotland, South East, Wales, West Midlands and Yorkshire & the Humber.

Voting papers (pictured above) have been sent in the post and should be returned as soon as possible. If you need to request new papers, call 02076 473 644 or email elections@rcn.org.uk

For more information, including full details on the candidates, visit rcn.org.uk/councilelections

Want to have your say on nursing issues?

You can now apply to represent your branch or first choice forum as a voting member at RCN Congress 2020 in Liverpool. RCN Congress is our flagship annual event and the UK's largest nursing conference and exhibition. Attending as a voting member is an excellent opportunity to influence change and to have your say on nursing issues that matter to you and your colleagues.

The RCN will fund travel and accommodation for voting members, and cover expenses (in accordance with the RCN's expenses policy) during the times they're required to attend to vote. The deadline for applications is 29 November 2019. To apply visit tinyurl.com/voting-congress

Members prepare for Northern Ireland strike vote



This autumn the RCN in Northern Ireland will ballot on industrial action, including strike action, for the first time in the College's history

The move is in response to the safe staffing and pay crisis in Northern Ireland. Members working in the Health and Social Care (HSC) services will be balloted.

There are 2,600 unfilled nursing posts across the HSC, with a similar level of vacancies estimated in nursing homes. This is having a direct impact upon the health and wellbeing of the people of Northern Ireland and nursing staff working there.

The Department of Health's policy framework, *Delivering Care*, identifies the required number of nursing staff to deliver safe care in Northern Ireland and reveals the extent of current shortages.

Nurses' pay within the health service in Northern Ireland continues to fall behind England, Scotland and Wales, with the real value of their pay falling by 15% over the last eight years. Meanwhile, the cost of securing nursing staff via nursing agencies increased to an all-time high of £32 million in 2017-2018.

Pat Cullen, RCN Northern Ireland Director, said: "Having too few nurses can lead to care being compromised, staff burnout, high levels of sickness absence and a reliance on expensive agency staff to fill gaps in rotas. It is time for nursing staff to have their voices heard."

Across the UK, the RCN is campaigning for laws to ensure safe staffing. We want the right number of nurses with the right skills in the right places to provide safe and effective care in all health care settings. Visit rcn.org.uk/safestaffing/ni

Get ballot ready

This is a unique opportunity to make a stand so it's essential that we get a mandate from members in Northern Ireland to take this action. However you intend to vote, make sure you get your ballot paper by checking we have the correct details for you. You can update your details at rcn.org.uk/myrcn or call 0345 772 6100.

4 GOOD NEWS

From Corrie to casualty



Vicky Hall spent years acting as a nurse in some of Britain's best loved soaps and medical dramas before deciding to become one for real

Vicky was shadowing an obstetrics and gynaecology nurse for a TV role when she realised nursing was something she wanted to pursue.

“

I love that I can combine nursing with acting. It's the best of both worlds

“What appealed to me was how much autonomy nurses have and how much they get to use their brains. I guess I always had an outdated view of nurses brow-mopping and not being involved in medical decisions. I was impressed by how scientific the work was and how much choice there was as a career.”

Vicky completed her nursing degree alongside caring for her two children.

“I always seemed to get parts where I played a nurse and, although I love acting, when I had my kids I found I stopped enjoying the uncertainty of it,” she says. “I decided to work in A&E as I like lots of variety and no day is the same. I love learning and you get to see it all in emergency care.”

Vicky now works part-time at the Alexandra Hospital in Redditch but has previously starred in *Casualty*, *Coronation Street* and *Holby City* as well as other popular shows. These days she fits acting jobs in around her nursing career and has landed a role in a new Ken Loach film.

“I'm playing a nurse and was very fortunate to be able to have a say in how the A&E set should look,” she says. “I love that I can combine nursing with acting. It's the best of both worlds.”

IVF nurse pioneers recognised

Nurses pivotal to the birth of the world's first in-vitro fertilised (IVF) baby will be posthumously recognised more than 40 years on. The names of Jean Purdy and Muriel Harris were left off the original commemorative plaque at Royal Oldham Hospital. Only the achievements of reproductive biologist Robert Edwards and obstetrician Patrick Steptoe were recorded. Now it's been agreed that everyone involved in the birth of Louise Brown in 1978 will be celebrated on a new plaque.

Emilia announces new stroke nursing programme



The RCN Foundation is partnering with *Game of Thrones* star Emilia Clarke to develop and launch a new education programme for nurse specialists in neuro rehabilitation. The scheme will support nurses to care for young stroke patients aged 18 to 40. It's after the actress revealed she'd survived two life-threatening aneurysms.

Applications to conduct research into the experiences of young patients who've received stroke rehabilitation care are now invited. The evidence will help shape the education programme, due to be launched in 2020. Visit rcnfoundation.rcn.org.uk to find out more.

The big picture



RCN HQ welcomes different generations of the Asquith/Bonham Carter family who have a long connection to the building and nursing – spot the famous face! Come and have your own tour of our beautiful, historical building during open house on 21 September. Visit openhouselondon.org.uk

MEET THE MEMBER



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

Name: Rich Bentley

Role: Newly qualified children's nurse

Describe your job in three words: Amazing, inspiring, stressful.

What item can't you do without at work? A water bottle. Especially when working on neo-natal wards, where the temperature is kept really high.

What's the best bit about your job? Meeting people and building relationships with them.

And the worst? Not having as much time as I'd like.

How do you unwind? Having family time with my wife and young son, taking our dogs out for long walks.

If you could have a superpower what would it be? I'd love to be able to fly, simply because it looks really fun!

What's the best lesson nursing has taught you? That making time for myself is just as important as making time for others.

Do you have any advice for student nurses about to start their degree? Always ask questions and don't put too much pressure on yourself.

rcn.org.uk/students



PATIENT PERSPECTIVE



John says practice sister Sarah Everett handed him a lifeline when she set up Men's Shed Govan

When I retired two years ago, I didn't want to feel that there was nowhere to go other than the pub or bookies. Sarah consulted me and other men in my position and was sensitive to my mental and physical health needs. She knew there was little motivation to make healthy lifestyle choices. So under her guidance, we formed a committee.

It became obvious we needed dedicated premises, so Sarah liaised with council officials, pursuing all options, before securing a derelict children's nursery.

Now it's a place where a growing group of men take part in activities such as woodwork, gardening and cooking, as well as making friends. We support each other and the shed is a sanctuary for some.

Sarah offers support in an informal way, alongside helping us improve the management of long-term conditions. She has relentlessly pursued this when no-one else in the area thought it necessary. She dedicates hours to navigating her way around red tape and has an infectious and vibrant enthusiasm.

She motivates everyone involved to keep going, even when we have been dealt bitter blows. Her ability to lead and cajole is what has made the shed possible.

It would have been easy to ignore what many men in our community desperately needed, or to assume someone else would rise to the challenge. But Sarah did not, she embraced the opportunity and believed in us as we pursued this shared dream.

Read more about Sarah's work on page 13.

THE VIEW FROM HERE



Lauren James
Palliative care nurse

Two years ago I read a Marie Curie report, *Hiding Who I Am: The Reality of End of Life Care for LGBT People*. The main themes included people not accessing palliative and end-of-life care for fear of discrimination, or accessing care but feeling they could not be “out”.

As a Marie Curie nurse and queer woman, I was concerned and wanted to make changes in my own hospice. I wrote a project plan, based on the report’s recommendations. I redesigned our nursing admission to include questions on sex assigned at birth, gender identity and sexual orientation, with an opportunity to record the patient’s pronouns. This allows patients to talk openly, if they wish, about what and who is important to them and for nurses to provide better person-centred care. I then created and delivered LGBTQ+ inclusivity training on implementing this new approach, and to provide better background knowledge of LGBTQ+ issues around accessing health care.

We had thought we were a very inclusive hospice, but you can’t be inclusive of something you don’t understand. Embedding LGBTQ+ inclusivity into our hospice meant patients could be open about who they were and comfortable in the knowledge that we were making positive changes for LGBTQ+ people in palliative care.

Work piloted at our hospice is now being implemented nationally by Marie Curie.

rcn.org.uk/proud



What you’ve been saying

Reflecting on resilience

We’re told that to become a good nurse you need to have resilience. But what is resilience? As student nurses, we’re often told it’s being emotionally strong and being able to handle what life (or a shift) throws at us. The dictionary describes resilience as ‘the capacity to recover quickly from difficulties; toughness’.

But I wonder, are we trying to be too resilient? Are we forgetting that nurses are humans and not emotionless machines? It’s OK to have emotions. It’s OK to cry with a bereaved patient or to tell your colleagues that you’re scared. It’s OK to tell your mentor that you are struggling.

I know all of this is easier said than done but as nursing staff we care, so why can’t we show that without being judged? Now, if I come across a situation that I find hard, I ask for help. Yes, you will have setbacks but it is how you pick yourself up and fight back

that builds resilience. I honestly believe that having a strong support network is the key.

[Molly Kiltie on her blog *The pint-sized student nurse*](#)

Making it worthwhile

As a student nurse, I worry daily about whether I am doing the right thing. After I qualify I will have a huge debt to repay and the daily articles I read add to my doubt.

However, something I am sure about is that I love being with the patients, I love the fast-paced working environment, my mentors have been amazing and when a patient smiles or says thank you, it makes it all worthwhile.

These are sad times for nursing staff within the health service. I have total admiration for them all, and want to say a huge thank you.

[Charlotte Louise on Facebook](#)

QUOTE OF THE MONTH



Welcome to the best career there is. Every day is different. Be kind, be helpful and be interested. Good luck my friends – we need you!

[Karen on Twitter shares some motivational words with new nursing students](#)

FOUR THINGS TO DO IN SEPTEMBER

1. Make sure the RCN has the correct contact details for you. This is vital for when we run postal ballots: rcn.org.uk/myrcn
2. Choose who you want to represent you on RCN Council by voting in our elections: rcn.org.uk/councilelections
3. Respond to our survey about workforce pressures in mental health services in England: tinyurl.com/mhworkforce
4. Visit the RCN’s iconic headquarters building in London as part of this month’s open house programme: openhouselondon.org.uk

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

HOT TOPIC



Many nursing degree students will start their courses this month. We asked our followers on Twitter what they remember most from their first week of nurse training

We spent three months in college before starting work on the wards. One of our first lectures was how to make our hat from white linen, hair grips, starch and a biscuit tin. I think blood pressure taking came next (old school style). Fabulous memories. @Liz_HaemoSoc

Misreading the timetable and showing up an hour late on day one. Only seeing one available seat right at the back of the lecture theatre so having to walk past 200 people in my cohort, then being totally embarrassed for the rest of the day. I got better at reading timetables! @GavinJC

The very long dress, being taught anatomy and how to give an injection using an orange! Six weeks in a classroom and a skills lab before clinical training. Good times.

@Tmorristhompson

Leaving home and moving into the nurses home, being told I wouldn't make it as I didn't have O level chemistry. Making life-long friends and the sister patrolling the corridor at night. @DEBBOYER2

I remember my uniform fitting and looking in the mirror happily knowing I had most certainly made the right decision in pursuing nursing as a career. And I remember meeting everyone in my placement group, which became a fab support network of friends.

@jamiewahyu

MESSAGE TO MEMBERS



Pat Cullen

RCN Northern Ireland Director

Nursing is in my blood. It's a profession I grew up with, that is part of me. It's what I've felt passionate about for the past 38 years. That's why the current state of nursing in Northern Ireland is so heartbreaking. Though it's the best profession in the world, it's one nurses are now struggling to enjoy. The system is so stretched, so under-resourced, our members are being pushed to their limit.

Enough is enough. Nursing staff can't take any more. The real value of nurses' pay in Northern Ireland has fallen 15% in the past eight years. But our members aren't coming to us complaining because they're not getting paid fairly. They're telling us they need something done because they're not able to care safely for their patients.

I took a call from a young nurse recently. Her opening words were: "I don't know how I kept any of my patients alive last night." She'd been looking after 10 elderly patients, the youngest was 82. She had registered just two years ago and was fraught with anxiety. It was shocking.

So we'll be balloting on industrial action, including strike action, at the end of this month for the first time in the RCN's history.

New ground is being broken. I hope you'll support us as we face the difficult times ahead.

rcn.org.uk/safestaffing/ni



Cutting carbon emissions in maternity care

Angela Cartwright explains how gas used for pain relief in labour is contributing to climate change

The NHS has a huge carbon footprint, accounting for around 40% of all public-sector carbon emissions. At RCN Congress earlier this year, members voted that RCN Council should lobby health care providers to develop policies and strategies which are sustainable.

Anaesthetic gases used in surgery make a notable contribution to climate change. In 2017 this was estimated as equivalent to 470,000 tonnes of carbon dioxide a year – about the same as the annual commuting of all 1.3m NHS staff.

In maternity settings, the main use of anaesthetic gases is through Entonox (nitrous oxide and oxygen) as pain relief in labour. Around 75% of women use gas and air in labour, with maternity making up around a third of all NHS nitrous oxide emissions in England. The challenge is how to reduce the amount of nitrous oxide

used in labour, without adversely affecting childbearing women and their choices.

The NHS Long Term Plan commits to almost halving the impact of anaesthetic gases by 2028/29. The RCN Midwifery Forum is working with the NHS Sustainable Development Unit and Association of Anaesthetists to look at the use of anaesthetic gases in maternity settings.

We need to raise awareness of these environmental issues as lack of awareness could mean that Entonox is over-used, inadvertently vented, or cylinders returned part full to the supplier. There may be appropriate options to improve access to non-pharmacological pain relief, such as use of water in labour.

This is a unique opportunity for midwifery and other professionals to engage with this as part of clinical practice. Our role in welcoming the next generation into this world highlights the need to consider the longer-term impact of today's activities on tomorrow's child health.

8 FEATURES

The person behind the position

Dame Donna Kinnair on the challenges, triumphs and tragedies which have led her to become RCN Chief Executive & General Secretary



“

I never say never and can always see the good in things. I think that's quite important

It's been a year since Donna took on the top job at the RCN. The organisation was facing an uncertain future at the time, its chief executive having left suddenly last August. Donna, who was then leading the RCN nursing department, was asked to step up to steady the ship.

“It was a difficult time,” she recalls. “Members were angry and staff were feeling vulnerable. There were so many things to deal with, all of them equally urgent. Emotions were running high but I had to remain focused on making sure the organisation was running properly.”

Donna, who is now the RCN's permanent Chief Executive & General Secretary following a competitive recruitment process earlier this year, was well prepared to take charge.

She threw herself into the job, arriving at work before 7.30am on the back of her husband's motorbike. “I had to be present, to be here and tackle things head on,” she says. “I drew on a whole range of skills that I've developed throughout my career.”

That career has been hugely varied and included retail management, health visiting,

barrister training and nurse director posts. But she says the job most similar to her current role is that of Director of Commissioning for the London Borough of Southwark and Southwark Primary Care Trust.

This involved balancing the requests of local authority councillors and influential MPs alongside the needs of the local community. She had to navigate her way through the pressures placed on her while making sure quality services were provided by skilled staff. “It was such a demanding role, I think it bore well for me to do any job,” she says.

*Words by Kim Scott.
Pictures by Justine
Desmond*

But the role also presented Donna with the biggest ethical dilemma she's faced as a nurse. One of her staff members was shot dead while in the home of a person he was providing care for. Donna had to deal with the aftermath and decide whether community care should be suspended.

"I don't think you can be in a darker place than having to face people who have suffered the trauma of losing a loved one while on duty," she says. "The patient was paraplegic and required ventilation. But he was also a gang member. It was a safety risk to have my staff in his home.

"That's the worst position I've ever been in. The pressure of making that decision, and doing the right thing, balancing the needs of the patient against the safety of my staff. I don't think there can be many jobs harder than that.

“ I've had to have nerves of steel to keep my composure when I've been panicking inside

"There have been many times in my career, though, when I've had to have nerves of steel to keep my composure when I've been panicking inside.

"My daughter says I'm unflappable, but that's not necessarily true. My first priority is always to look after those around me. So I might behave like things don't affect me because I have to maintain my ability to deal with a situation. But you might sit back later and fall apart. Nobody sees that."

So how does Donna keep her outward composure?

"I think practice makes perfect," she muses. "I also cycle and quite often talk to myself. If there's

something bothering me, I have to talk it through. But I'm not shy about seeking help from other people or afraid of having a real conversation."

As for her biggest strength, perhaps it's her optimism. "I never say never and can always see the good in things. I think that's quite important."

But it's maybe her tenacity that has got her where she is today. "I love the experience of overcoming fears," she confesses. "I get a bit of a rush being pushed to the limit and being able to remain calm, thinking 'I can do this'."

That trait was tested, though, in the role she undertook immediately prior to working at the RCN. Donna had been drafted in to sort out the struggling A&E function at Barking, Havering and Redbridge University Hospitals NHS Trust, which had a 76% nurse vacancy rate.

"It was a brave job to take, and a real test of my mettle," Donna admits. "But it was brilliant to be back on the floor with patients and to empower people to have ideas to improve. We had to start from scratch, redesigning the A&E so it flowed properly. It took two and a half years but we did it."

Although Donna succeeded in turning the department around, the stress of remaining calm while rushing from one crisis to the next had a physical effect on her. Her work changing the department was done and it was at this time that she saw the head of nursing role at the RCN advertised. Just four years later, she's in charge of the UK's largest nursing organisation.

So how does Donna appraise the past 12 months?

"It's been interesting," she reflects. "The organisation is in a different place now, but there is scope for

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bulletin

further transformation. We need members to own the RCN, and feel that they can help take it to a better place. If I'm able to galvanise the unity of nursing, and get us all speaking with the same voice, that would be an achievement. If I can crack that, I think I can crack most other things.

"Our safe staffing campaign is important to me, not just because it's absolutely necessary that we fight to be able to give good care, but also because it's a way to bring the whole profession together.

"Nurses are beginning to speak out, but we need more people to join our fight. So if I could choose to achieve one thing in this job, it would be to unite nursing. Because I think that's my skill – to bring people together."



Five facts about Donna

- 1 She completed legal training to help clients she was working with as a nurse.
- 2 She loves jazz music and attends the North Sea Jazz Festival in Rotterdam every year.
- 3 She likes to coach people and says her other natural job would be a maths teacher.
- 4 She is a huge cycling enthusiast and rides to work as often as she can.
- 5 She lives in Hackney, London, and has three children.

A different type of nursing

Interventional radiology is a form of image-guided surgery that's developing rapidly. Three RCN members describe their roles within the specialty and how rewarding they find them



Interventional radiology (IR) is not a branch of health care that features often among first-choice career options for registered nurses. In part, that may be due to lack of awareness. But for those who do find their way into jobs in IR, there may be no looking back. It can prove to be an area of nursing that is at once challenging, different and immensely satisfying.

At Leeds Teaching Hospitals NHS Trust, three RCN members and their colleagues are on a mission to promote the attractions of IR nursing to the wider profession.

Simon Gulliver, senior charge nurse in radiology theatres at the trust, began working in IR as a newly qualified nurse and almost by chance. "I stumbled

upon it really," he says. "Like many nurses, I'd never heard of interventional radiology, didn't know what it was and came across it at the time of applying for posts."

He adds: "I went into it with a very open mind and just loved it."

If you're unfamiliar with IR, and it seems many are, it is a form of image-guided surgery. X-rays, ultrasound, CT and MRI scanners are used to guide equipment into areas of the body that can't usually be reached by open surgery.

By making a small incision in the skin, a guidewire and catheter can be passed through blood vessels to the place where diagnosis or treatment is needed.

It's an area that's developing rapidly and it offers several advantages over conventional surgery. For example, it reduces the risk of infection; the patient is often awake throughout the procedure; and recovery times are reduced.

For nursing staff, IR enables them to care for acutely ill patients and apply their general nursing expertise, but also to develop and apply skills such as administration of conscious sedation for procedures, deployment of closure devices, venous line insertions and assisting in ablations procedures. Good communication is essential, in part because patients are not routinely given general anaesthetic, but also to gain informed consent and sometimes in the aftermath of an unfavourable diagnosis.

Extended roles

In Leeds, IR nurses work in a number of specialties across radiology, including interventional ultrasound and interventional oncology. The IR team works across two sites, St James's University Hospital and Leeds General Infirmary, and several nurses carry out specialist and extended roles. Simon, for example, is a non-medical prescriber, which benefits the patient as well as the service. It allows him to provide better access to medicines such as pain relief before, during and after procedures, thereby releasing consultants so they can continue with procedures.

His senior charge nurse colleague Ian Medlicott is a vascular sonographer – someone trained to use ultrasound to produce images of patients' veins and arteries.

“
It has such a
massive future. I
just wish people
knew more
about it

Words by Daniel Allen.
Pictures by Neil
O'Connor

Common procedures in IR include:

- embolisation, where materials are used to block an affected vessel and stop bleeding
- endovascular aneurysm repairs, known as EVARs, which use stents to seal the aneurysm and restore normal blood flow through the aorta
- percutaneous tumour ablation, a relatively new method of treating tumours in kidneys, lungs, bones, the liver and the pancreas
- assessing fistulas for strictures or narrowings that could cause problems for patients on dialysis, and which are treated by angioplasty
- urology procedures such as nephrostomy, where a tube is inserted directly into the kidney to drain urine in the treatment of hydronephrosis.

“I’m the first nurse in our radiology team who’s completed the ultrasound training.”

He says the training was onerous but he’s now able to scan for conditions that include aortic aneurysms, carotid plaques and ischaemic limbs, as well as dialysis fistulas. He also undertakes vein mapping.

“I find it very rewarding and I’m proud to have completed the course,” Ian says.

The IR team sees and treats a wide range of patients with vascular and neurological conditions, as well as those who have been subject to trauma such as traffic accidents, where there may be internal bleeding.

The variety of procedures undertaken means the IR team works closely with many other specialties, including respiratory, urology, oncology and stroke. “And IR nurses are crucial to the whole department,” says Simon. “The service wouldn’t be able to function without them.”

As a department that crosses so many specialties, nurses from all backgrounds are able to use and develop their knowledge and skills in their roles within the IR team. For Tamsin Foster, becoming part of the IR team rekindled

her enthusiasm at a time when she was beginning to doubt that nursing was the career for her.

Like Simon, she didn’t know the IR department existed until she had to escort a patient there and became fascinated by the work undertaken.

“I’d always wanted to work in theatres but I didn’t like the fact that you couldn’t build that rapport with patients because they were mostly under general anaesthetic,” she says. “What I love about interventional radiology is, yes, it’s a type of surgery but you still get that little bit of rapport.”

The rapid improvement seen in some patients is particularly gratifying. “You’ll have an acute stroke patient come in and carry out a thrombectomy – to remove the clot – and it’s amazing because when the patient arrives they’re symptomatic. And then, by the end of the procedure, it’s made such a remarkable difference to the patient’s symptoms. It’s almost unbelievable.”

Tamsin has worked in IR for two years and in that time has gone from being on the point of quitting nursing to loving it again. She’s acquiring new skills, is working in a specialty

“

I went into it with a very open mind and just loved it

that is developing rapidly, and is part of a team that is supportive and highly professional but also enjoyable to work in.

“It’s a different type of nursing and I love it,” she says. “Don’t get me wrong, I do miss working on a ward and getting to know my patients, but this is so rewarding in a different way.

“It also has such a massive future. I just wish people knew more about it and got to know us a little better.”



Simon, Ian and Tamsin, pictured left to right

An RCN view

Suman Shrestha, RCN Professional Lead for Acute, Emergency and Critical Care, says: “Interventional radiology is certainly a specialty that is growing, with the development of technology and new techniques, and often the patients undergoing IR procedures are complex and are acutely ill, with co-morbidities.

“Nurses are not only providing care in IR, but some are also performing procedures as advanced nurse practitioners in this field.

“This demonstrates how opportunities for nurses in clinical practice are evolving.”

12 FEATURES

Where there's a will...

Many of us are reluctant to think about writing a will. But with expert support, the process may be more straightforward than you imagine. RCNLaw is here to help



Why do I need a will?

Having a will makes things much easier for your family and friends when you die. Without a will, all you own will be shared out in a way defined by law – and that may not be what you wanted.

You don't need to own property before you write a will. If you have assets of £5,000 or more, probate – the legal and financial processes for dealing with what you owned – is required.

A will can also help reduce the amount of inheritance tax that will have to be paid on your estate.

When should I make a will?

You should consider creating a will if you have a family, savings, insurance policies or personal belongings. But there are other key milestones in life when you

should think seriously about a will – for example, getting married, buying a house, having a child or nearing retirement.

If you're not married but cohabiting, remember that if you don't have a will, your partner may not be legally entitled to anything if you die, meaning your assets may go directly to your nearest relative.

Aren't wills expensive?

There are standard ways of writing wills designed to ensure there's no confusion about what you intended. And although a DIY will may seem a cheap option, if you do get it wrong, your family and friends could have difficulty meeting your wishes after you've gone.

For RCN members, a single will provided by RCNLaw starts at £80 plus VAT, with costs determined by the size of your



We'll write the will for you and give you advice

estate and the complexity of the documents relating to it. A joint will costs from £100 plus VAT. The fee you pay is fixed, so there are no unexpected legal bills.

What do I get for my money?

Everything you need. The RCNLaw will-writing service begins with a telephone conversation with one of our legal experts. You'll be given detailed advice to ensure the will meets your needs. We'll write the will for you, and give you written advice and instructions. We'll also store your will securely free of charge.

What if I want to change it?

You should certainly review your will from time to time and there are some circumstances where you should consider making changes or writing a new will – if someone named in your will dies, for example, or you get divorced. Writing a new will is usually the best option if you want to make anything other than very small changes – but we can advise.

Where do I find out more?

On the legal support pages of the RCN website: rcn.org.uk/wills

Remember also that as an RCN member, you are entitled to free help and advice on a wide range of other topics, including personal injury claims and referrals to the Nursing and Midwifery Council. We can give legal advice on non-work matters as well. Either visit the website rcn.org.uk/get-help or phone 0345 772 6100 between 8.30am and 8.30pm, seven days a week.

Men's shed tackles social isolation

Sarah's created an activity and health hub for men who are retired, unfit for work or unemployed, enabling them to form friendships and take control of their wellbeing

When Sarah Everett, a practice sister in Govan, near Glasgow, applied for a £5,000 grant to become a "catalyst for change" in her local community, it began a process that would transform lives.

The grant, offered by the Queen's Nursing Institute Scotland (QNIS), kick-started Men's Shed Govan, a project that has encouraged a sense of purpose by engaging men in creative activities to help combat isolation. It has also provided opportunities to check and advise on their physical health.

"I had seen some very successful groups for women in Govan and the impact they had on patients," Sarah says. "The groups gave them a sense of belonging, something to do, somewhere to go and make friends, and have relationships away from their often troubled lives."

But there was nothing similar for men. Sarah set about creating her group, which expanded quickly.

It went from five men meeting in her health centre office to a bigger space in a neighbouring clinic, and eventually to a derelict former nursery, which the men helped to transform.

Sarah is quick to emphasise that it's been a team effort, and credits group members for their graft. "They worked like Trojans to make the site what it is today – a very pleasant and welcoming community hub with a garden, raised beds and polytunnel, and facilities to support cookery classes, woodwork, arts and crafts, model-making, a games area and, just recently, an exercise room with treadmill, exercise bike and cross-trainer."

More than medicine

She also acknowledges the support of the GPs she works for who, because they understood the value of the project, allowed her a few hours a week to work

on it. Men's Shed Govan fits with the Scottish Government's promotion of social prescribing and a "more than medicine" approach to mental health, where participation in groups and activities is encouraged as it helps build feelings of belonging.

There were challenges, not least securing the funding to make the project sustainable. Sarah spent every spare moment writing grant applications. But her efforts paid off. More than 60% of her funding applications were successful.

Evaluation of Men's Shed Govan has demonstrated clear improvements in mental health. A report written for the QNIS says all those involved have found it to be a positive experience. Sarah describes the changes in some men as "staggering", with one even saying "I almost don't recognise the person I was."

“

The changes in some men are staggering



☺ Sarah won the Patient's Choice category of the RCNi Nurse Awards. Visit rcni.com/nurse-awards/patients-choice-award-2019

Words by Daniel Allen.
Pictures by Mike Wilkinson

RCN forums challenge TENA incontinence ad for new mums

Three RCN forums have complained to the advertising watchdog over an advert that implies women should wear protective underwear rather than seek medical treatment

The RCN's Bladder and Bowel, Women's Health and Midwifery forums joined forces last month to confront TENA over misleading messaging in its latest advert.

The forums expressed concern that TENA's promotion of its Silhouette post-birth incontinence underwear could lead viewers to believe the condition is inevitable after childbirth, while implying their product is the only solution, despite treatment being available.

In an open letter to TENA and a complaint to the Advertising Standards Authority, the forums said that incontinence is known to be under-reported in the UK, with embarrassment stopping many people seeking treatment. By promoting a quick fix without

“

We need to give people the confidence to talk about incontinence and its impact

highlighting the available medical solutions, the ad could reinforce this negative trend.

Alison Wileman, Chair of the Bladder and Bowel Forum, says: "We need to give people the confidence to talk about incontinence and its impact on things like depression. Our complaint has been picked up by the media and generated so many conversations. It's really positive that people are talking about it. Now we need nurses to talk to the public about it, to ask that question when someone is admitted to a ward, or in for a face-to-face consultation."

TENA denied wrongdoing, but said it would amend its adverts: "We will be adding a line to our

advertising advising women to seek health care advice if experiencing regular urinary leakage."

The Advertising Standards Authority has so far declined to take action, saying the advert had not explicitly claimed that incontinence is a normal part of childbirth.

The forums are now sending letters to other manufacturers of incontinence products to create greater awareness of the available medical solutions and help remove the taboo for people seeking help. Alison adds: "We hope the public realise that they don't have to speak to a specialist, they can speak to any nurse about this and get support, get diagnosed and get a treatment plan in place."

Animation shows vital role of public health nurses

Forum members' film aims to show commissioners, providers and policy makers more health visitors and school nurses are needed

The RCN CYP Staying Healthy Forum is championing health visitors and school nurses with a new animation launched last month. Created in response to an RCN Congress resolution calling for a reversal to public health funding cuts that have diminished health visitor and school nurse numbers, the animation shows the essential public health role these professionals fulfil.

Forum members focused on key public health issues school nurses and health visitors tackle every day. These include post-natal depression, hazards in the home, teenage mental health and smoking cessation.

"There's a lack of understanding about what public health nurses do," says Chair Suzanne Watts. "Commissioners don't know enough about their influence. We want to highlight their crucial public health work and the vital role they play in the lives of children, young people and families."

Look out for the animation at tinyurl.com/animationCYP



IN THE SPOTLIGHT



Fertility Nursing Forum

Who's the Chair?

Fiona Pringle has been Chair of the Fertility Nursing Forum for three years, following a year on the committee. "The RCN has supported me throughout my career so I thought it was time to do something to support fertility nurses," she says.

Recent highlights?

The forum published research – *An RCN Education and Career Progression Framework for Fertility Nursing* – in 2018, then forum members presented it at conferences in Spain and the UK. The annual fertility nursing conference was in March, and there's been ongoing work with the Human Fertilisation and Embryology Authority (HFEA) around fertility treatment add-ons.

What's coming up?

The forum will continue to work with the HFEA, while a new project

on wellbeing and fertility care looks to produce guidance on providing emotional support for patients and staff in the fertility sector. They also hope to perform an impact assessment of how last year's framework is working in practice, and planning for the 2020 conference begins soon.

Why join?

Fiona says: "You'll get access to a wealth of experiences, ideas and support. We're active on Facebook and Twitter and keep people up to date with what's going on in the sector. The main thing for me is the peer support, networking with like-minded individuals and being able to improve the experience of patients as they go through treatment."

Find out more about the Fertility Nursing Forum at [rcn.org.uk/forums](https://www.rcn.org.uk/forums) or find them at [facebook.com/groups/RCNFertilityNursingForum](https://www.facebook.com/groups/RCNFertilityNursingForum) and Twitter [@RCNFertility](https://twitter.com/RCNFertility).

WHAT I'M THINKING



Sarah Hall

General Practice Nursing Forum

I am fortunate to live and work in Devon, but it does have challenges. I am the practice nurse lead for the fifth-largest Clinical Commissioning Group in England. Covering an area of 2,590 square miles, we have nine general practice nurse forums serving approximately 700 general practice nurses (GPNs) in 131 GP practices.

I attended a leadership workshop, facilitated by the RCN, part of the GPN Ten Point Plan. I was successful in securing a small amount of funding for my project to develop a GPN Leads Network for Devon to support nurse leadership, disseminate information and share good practice.

It was key that the network should be easily accessible to all. By using a virtual platform we would incur no travel time or associated costs, it is environmentally friendly and offers a system-wide approach. I invited the nine practice nurse forum leads to join "Nurse Net" – a virtual community hosted on Visimeet. We have started with monthly lunchtime meetings so the nurses can get to know one another while familiarising themselves with the video conferencing platform.

It is early days, but we're already benefitting from sharing experiences and information. In the future, we'll include updates from the local safety reporting team to share incidents and learning, improving safety for patients.

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



Five minutes with Dr Linda Aiken

Professor Danny Kelly from the Research Society speaks to nursing research legend Dr Linda Aiken ahead of her keynote speech at the RCN International Nursing Research Conference

How did you first get involved in research?

As one of the first clinical nurse specialists in open heart surgery, I encountered clinical challenges that needed evidence-based interventions. My first research project involved testing a relaxation intervention to reduce post-operative psychosis among open heart surgery patients. The intervention worked!

Which study are you most proud of?

My research showing that university education for nurses produces better outcomes for patients. This refutes the myth that educated nurses do not care

about or are not good at taking direct care of patients.

What has been the greatest impact of your research?

Showing that each patient added to a nurse's workload is associated with a 7% increase in hospital deaths has been the catalyst for governments to introduce safe nurse staffing standards. Our research has been referenced in safe nurse staffing interventions in the US, Australia, Ireland, Wales, Scotland and Chile.

Do you have any advice for nurses starting out in research?

Make the improvement of patient outcomes a priority. Create a research team of multiple collaborators – different perspectives create better studies. Most importantly, approach it as though you're solving a clinical mystery – all nurses are good at that.

Read the full interview at tinyurl.com/LindaQA

16 EVENTS

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

Birmingham

RCN advanced nurse practitioner conference

28 September

Birmingham Conference and Events Centre (BCEC), Hill Street Birmingham B5 4EW

If you're already working in advanced practice or want to be, this one-day conference will provide an update on the latest developments relevant to your role.

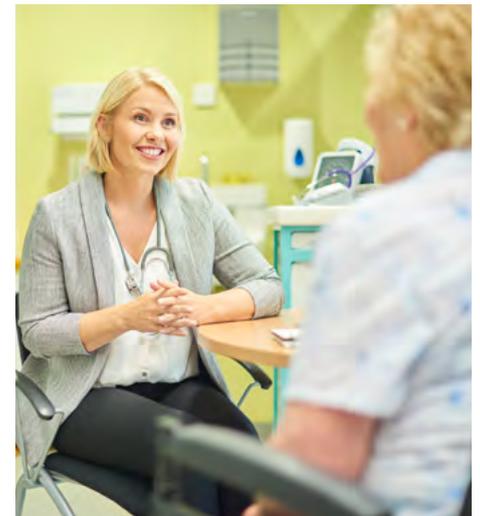
Not only will you gain more than seven hours of CPD towards revalidation, it's one of the few UK-wide opportunities to meet like-minded colleagues working at this level. The conference includes sessions on diabetes, paediatrics and

coronary heart disease, older people's care, advanced and consultant level practice, and how advanced practice fits into the NHS Long Term Plan. It will also showcase relevant research.

Ollie Phipps, Chair of the RCN Advanced Nurse Practitioner (ANP) Forum, says: "This is a unique opportunity for ANPs to take time out to reflect on their own learning and development and help to improve the outcomes of patients."

"There will be keynote speakers to inspire and a chance to network with others."

🕒 Visit rcn.org.uk/anp19 or call **02920 546 460** to book.



London



Flight nursing workshop

19 October

RCN HQ
20 Cavendish Square
London W1G 0RN

Are you currently working in or interested in the aviation medicine industry? This workshop provides an insight into flight nursing and gives an overview of what's

relevant to the specialty from a global perspective. Kerryn McGrowan, Chair of the RCN Critical Care and In-flight Nursing Forum, says: "This workshop aims to promote career development within the industry and support advanced clinical knowledge. It will cover all aspects of flight nursing including personal safety and fatigue management, safety in flight and natural disasters. It's an excellent opportunity to learn from others in the profession."

🕒 Visit rcn.org.uk/fn19 or call **02920 546 460** to book.

Cardiff

Management of lymphoedema

23 October 10am-1pm

RCN Cardiff

Ty Maeth, King George V Drive East
Cardiff CF14 4XZ

This morning seminar aims to raise awareness of the importance of prompt, effective management of lymphoedema and chronic oedema.

It will include practical tips and advice on what you can do for patients with this condition, with experts on hand to answer questions and facilitate discussion about best practice. The session is open to all nursing staff, including students.

🕒 The closing date for bookings is **9 October**. For further information, contact Rhona Workman on **02920 680713** or email CPDwales@rcn.org.uk

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Come along to the RCNi jobs fair in London for advice, learning and new job opportunities

RCNi NURSING CAREERS & JOBS FAIR

RCNi Nursing Careers and Jobs Fair returns to the Business Design Centre in Islington, north London, on 17 and 18 September. This flagship event acts as a shop window for health care employers across the UK and is a fantastic opportunity for nurses to consider the career choices open to them. Many are even offered jobs on the day.

Seminars, workshops and discussions

This year's free seminar programme includes talks on how to succeed at interview and how to get the best outcomes from your CV. RCNi nursing student of the year 2018, Katie Dutton, will talk about her experiences of surviving sepsis and how this inspired her to become a nurse.

Our interactive workshops will include sessions on financial education for nurses, returning to practice and how to become a health care entrepreneur.

RCNi senior nurse editor Richard Hatchett will host a workshop on RCNi's decision support tool – the UK's only point-of-care, decision-support tool for nurses. Its aim is to support you in delivering best practice. These activities are CPD-accredited so can count towards your Nursing and Midwifery Council revalidation profile.

A panel discussion with audience participation will take place on both days, focusing on the issues currently affecting the recruitment and retention of nurses.

The panels are made up of senior nurses with a wealth of knowledge and experience and will offer practical advice on:

- how to get the job you really want
- what employers are looking for in nurses
- how to make sure an organisation is the right fit for you.

Careers and learning hub

From careers counselling to advice on financial, legal or welfare matters, you can discuss all aspects of your career with experts in our advice hub.

You can also access the whole range of RCNi learning resources

free of charge and gain CPD hours by completing an e-learning module with the help of our on-hand experts.

For those looking for a new nursing role, more than 80 top nursing and health care employers from across the UK will be at the fair looking to recruit; these range from NHS trusts, operators in the independent and care home sectors, overseas recruiters and nursing agencies.

Many employers will be looking to make job offers on the day – so don't forget to bring your CV.

RCNi Nursing and Careers Jobs Fairs have helped thousands of nurses develop their careers over the last ten years. Whether you are a nursing student, newly qualified nurse or have years of experience, come and join us on 17 and 18 September so we can help you get the most out of your nursing career.

Upcoming RCNi Nursing Careers and Jobs Fairs:

2019

- Brighton: 5 October
- Leicester: 5 November

2020

- Manchester: 6 February
- Birmingham: 11 March
- Glasgow: 25 March

Find out more at careersandjobsfair.com

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RBCH is the HSJ 2018 Highly Commended Trust of the year and we're looking to expand our team of over 1100 Nursing Staff to help us deliver our vision to more than 500,000 people across Bournemouth, Poole and Christchurch.

It's a very exciting time here in Dorset with a recent review kick-starting major improvement to the way healthcare is provided. Among which is the proposed merge with fellow acute Trust Poole Hospital. Our Joint CEO Debbie Fleming is passionate about our collective goal to create a new organisation that is even better, changing how we deliver care in a way that will improve services and deliver better outcomes.

Not only do we offer an excellent service to our patients, we also work hard to care for our staff and ensure they feel supported. Every day, we value great team work, improvement, effective communication and taking pride in what we do for patients. We also enjoy a great place to live on the south coast, from award winning beaches to beautiful views!

We have roles available in Older Persons Medicine, Haematology and Oncology, Medicine, Surgery and our brand new Acute Medicine ward opening this October!

Meet us on Stand 9 at RCNi London or email Lyndsey.blakeway@rbch.nhs.uk



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- Paediatric clinics
- School health services
- Adults and older people rehab in-patient and day care.

We will be recruiting at the Nursing Careers and Jobs Fair at the North London Business Design Centre on 17th & 18th September – come and visit us at Stand 16 to see the opportunities on offer.

For our nursing positions visit <http://jobs.beh-mht.nhs.uk> then click on the jobs tab and choose 'nursing and midwifery' and the appropriate vacancy. Alternatively, if you wish to speak to someone directly about what vacancies are available please contact our recruitment team on 020 8702 3738.

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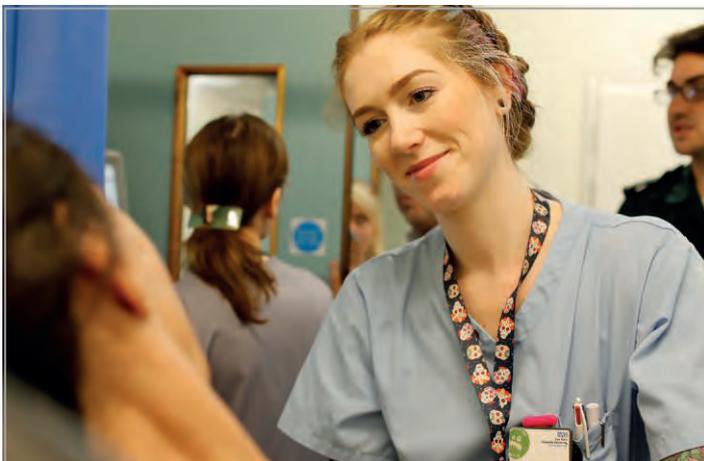
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www.ekhuft.nhs.uk/careers

Barking, Havering and Redbridge
University Hospitals 
NHS Trust



ONE TEAM, TWO SITES, HEAPS OF OPPORTUNITIES

Our wide range of services means there is lots of variety in the people you work with, and the patients you support.

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COME JOIN OUR TEAM!

TAKING  IN YOUR CAREER



Would you like to be one of our shining stars at our next Bupa Cromwell Hospital Star awards ceremony?

Cardiology & Medicine and Oncology Nurse Coffee Morning

Date: Wednesday 11 September 2019

Time: 9.45am-12pm – please arrive for 9.45am

We can provide great learning and development opportunities in our acute specialist private hospital, supporting you to deliver outstanding quality care.

We have an enviable benefits package to offer you, including attractive starting salaries and shift allowance and for our Oncology Nurses we provide a Chemotherapy Passport competency (SACT) and we work within the Gold Standard Framework. In addition: Bupa health insurance, contributory pension scheme, discounted gym membership, NMC fees paid, buying and selling annual leave, counselling service, massage therapy, support with revalidation and fabulous social events.



We are offering interviews on the day! Book your place below! Welcome bonus of £2000-£3000 for new joiners.

Take a look at our careers page for details current opportunities, Learning and development, benefits, videos and open evenings: <https://cromwellnursing.wearebupa.co.uk/>

For more information please contact Elisha.holligan@bupa.com or call Elisha on 07803 200 155.



Nursing and Theatre Practitioner opportunities nationwide

A career at Spire Healthcare offers excellent education and career development, with protected training and investment in our staff. Our nationwide hospitals cover a variety of specialties including Orthopaedics, ENT, Gynae, Cardiac, General Surgery and Ophthalmics. You will have the opportunity to work in state of the art surroundings utilising some of the latest technology and working with leading Consultants from across the UK.

Get in touch to today to find out how Spire can support your career choices.

Visit our stands at these upcoming events;

RCNi Nursing Careers and Job Fair, in Islington, London **17 Sept
18 Sept**

Nursing Times Careers Live event, in Birmingham **21st Sept**

For more information contact our recruitment team at:

recruitment@spirehealthcare.com
www.spirelookingafteryou.co.uk



We are recruiting Registered Nurses to Join our Team.

We tell anyone who asks, and those who don't, that we recently scored 97% in Friends and Family survey on recommending NNUH.

We like to show off about being housed in a modern, purpose built site just outside of Norwich city centre.

However what we shout the loudest about and what we are ultimately incredibly proud of is being a Trust who genuinely supports staff development and encourages everyone to achieve their potential.

To view our latest vacancies please visit www.teamnuh.co.uk or come meet the team on stand 74 at the RCNi Nursing Careers and Jobs Fair, Business Design Centre, Islington, Tuesday 17th and Wednesday 18th September

For the latest updates on our Nursing recruitment follow us

www.instagram.com/choosenuh

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PFAS provides functional assessments on behalf of the DWP and by joining us you will enter our training programme and become an accredited functional assessor. You will have your own clinic room and an experienced Clinical Management Team on site.

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Please contact us to find out more, we look forward to hearing from you!

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The feeling of making someone's life better.

With a supportive culture of teamwork and personal development, you'll feel fulfilled, ready and recognised.

With many rewarding benefits, there are plenty of reasons to join Elysium. Don't take our word for it, check out our 4-star review rating on Glassdoor.

We have opportunities for RGNs, RMNs, RNLDs and CAMHs. Plus the RCN accredited Preceptorship Academy for newly qualified nurses.

Apply now.

www.elysiumhealthcare.co.uk/careers



Royal College
of Nursing

RCN ACCREDITED

This programme has been accredited by the RCN Centre for Professional Accreditation until 30th September 2019. Accreditation applies only to the educational content of the programme and does not apply to any product.



Elysium
Healthcare



South London and Maudsley
NHS Foundation Trust

South London and Maudsley NHS Foundation Trust is a large and diverse organisation providing core mental health services to the Boroughs of Southwark, Lewisham, Lambeth and Croydon and specialist services both regionally and nationally. The Trust is also involved in a number of international mental health projects.

SLaM is committed to developing nurses, this is an exciting time for the Trust as working closely with Oxleas and South West London and St George's there is a plan to further develop Nurse Associates and to ensure we have a clear development pathway for nurses at all levels.

Visit us at **Stand 70** to have a conversation with our experienced nurses and find out how you can start your career with South London and Maudsley.

Visit <http://bit.ly/nursingvacancies> for all of our current nursing roles.



newstartsinherts.com



East and North Hertfordshire
NHS Trust



It's great to work in Hertfordshire. Get a New Start in Herts!

Stand 7
RCN
Jobs Fair

Come and see what great opportunities we have available at the **Business Design Centre** on **17-18 September 2019** between **10am and 4pm**

and don't forget to pick up your *NewStart Love Hearts!*

Call us on **01438 286525** or go to **NHS Jobs**



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NHS Foundation Trust

WE'RE RECRUITING!

We host an incredible variety of **nursing roles** across our four hospitals in Oxford and Banbury.

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We are looking for **Child or Adult registered Band 5 & 6 nurses to join our ICU units**

Let our structured development pathway and world class education programme elevate your nursing skills to the next level

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NHS Jobs Reference: 271-ITUCAM-0919



Applications close **6th October 2019**

Great Ormond Street Hospital for Children
NHS Foundation Trust



NHS
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Are you ready for take off?

Rewarding nursing roles available

At Oxford Health NHS Foundation Trust, our valued staff provide direct physical, mental health and social care across Oxfordshire, Buckinghamshire, Swindon, Wiltshire, Bath and North East Somerset.

We are looking for enthusiastic and dedicated nurses from all branches of nursing who pride themselves on providing safe high-quality care to join our supportive and rewarding teams. We are looking for team members who embody our values and share a true desire to put our patients at the heart of everything they do.

We understand how important work life balance is and the difference that being part of an organisation that supports this makes to our staff. We offer a variety of flexible working options including condensed hours, term-time only contracts and flexible retirement.

For further information please email:
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Come and meet us at Stand 30 at the RCN Job Fair in North London



NorthWestern Mental Health

Orygen YOUTH Health

New Forensic Youth Mental Health Clinical Inpatient Service opening May 2020 Exciting positions for Forensic & Acute Inpatient Nurses

North Western Mental Health is Melbourne's leading public provider of mental health services and Orygen Youth Health (OYH) is a world-leading Youth Mental Health Program providing specialist mental health services for young people aged between 15 and 25 years of age.

The new FYMHS is located at Footscray Hospital (West Melbourne) coexisting with Orygen Youth Health and looking to recruit mental health nurses with forensic mental health training, forensic mental health or Youth/Adult Inpatient mental health experience for Leadership and roster positions.

So why not take your career to the next level by joining the award winning **North Western Mental Health/Orygen Youth Health**. Hear from Nurses who have made the journey and other useful links.

Our team will be visiting the UK in September 2019 and will also have a booth at the RCN Jobs Fair London North (17th 18th September) 52 Business Design Centre, Upper St, The Angel, London N1 0QH, UK.

Please text Brian Jackson to UK mobile 07849084066 or email brian.jackson@mh.org.au to arrange for a FYMHS Information Pack or an informal chat/interview.

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NOW RECRUITING for Nurses

Our Homes:

Bentley House - Hertford	Parklands Manor - Chertsey
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Elton House - Bushey	Rosebery Manor - Epsom
Cliveden Manor - Marlow	Reigate Grange - Reigate
Ascot Grange - Ascot	Moorlands Lodge - Hindhead
Pembroke House - Camberley	Wimbledon - Greater London

Benefits for our nurses are:

- Annual salary from £35,000 - £45,000 (based on full time hours)
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- Beautiful working environment with friendly and supportive teams
- Great career progression opportunities

NEW OPENING in Wandsworth - opening in April 2020

GREAT RATES OF PAY



Assurance Nursing is one of UK's fastest growing medical recruitment agencies. We recruit Nurses (RGN/ RMN of all Bands) as well specialist nurses including Community, A&E, ITU/HDU and Paeds across London and South East for the NHS and private sectors.

We provide high quality accredited trainings to enable our clinical staff meet the modern evolving medical changes.

We offer competitive rates and professional development support such as revalidation and CPD training opportunities.

We welcome enthusiastic and motivated healthcare professionals to join our team.

Join us 17th and 18th September 2019 at RCN Job fair and talk to our team at stand 81 to explain more about registration and great opportunities.

Alternatively if you can't make it, please contact our dedicated team today.

Call 020 8683 2299 **Text 'Nurse' to** 07930 963434

Visit our website
www.assuranceagency.co.uk

This is where your detective skills really count

Custody Nurse Practitioner

Experienced first level Registered Adult or Mental Health Nurses required. Starting salary will be between £39,310 and £46,917 depending on location and experience, plus joining benefits.

Aggressive? Or suffering from a mental health condition? Uncooperative? Or lacking diabetes medication? Substance misuser? Or suffering from a head injury? This is where your detective skills really count.

When you're a Custody Nurse Practitioner you need to call on all your clinical expertise to work out what's wrong with detainees. It's your decision that will determine the course of action. Plus, officers will be waiting for your assessment. Which makes this one of the most challenging - but also rewarding - clinical roles you can have.

Working in a Metropolitan Police Service Custody Suite, you'll take responsibility for everything - from identifying appropriate interventions and collecting forensic samples, to maintaining complete and accurate records. So you need to be confident in your abilities and dedicated to providing the very highest standards of care. In return, we offer a generous bonus scheme including £2,500 joining bonus, £2,500 bonus after one year's service, and a £1,000 CPD allowance.

Come and see us at the RCN Jobs Fair at the Business Design Centre, Islington on 17th and 18th September or our Open Day at Brixton Police Station on Saturday 21st September .

Closing date Sunday 29th September

The MPS's recruitment practices reflect our commitment to safeguarding the welfare of children and vulnerable adults. The MPS is an equal opportunities employer.



Distant, unresponsive, pupils dilated, no form of identification

Aggressive, uncooperative, lashed out at officers but also cried, agitated when questioned



Upset, incoherent, slurred speech, smell of alcohol, seemed confused and frightened



GENERAL



We are the largest provider of HP **expert witnesses** in the UK, renowned and respected in the field.

Nurses play a key role acting as expert witnesses in **clinical negligence and personal injury litigation**. We require registered nurses - in particular those with experience in the following clinical specialisms: **A+E, Acute Ward/Elderly Care, Mental Health, Practice Nurses - Sexual Health, Health Visitors and TVNs** - to undertake case work, who are confident, have excellent communication skills (verbal & written), enjoy a challenge, are intrigued by the forensic nature of this work, and above all are keen to learn new skills.

Join our expanding team of experienced Nurses

Email admin@somek.com to request an information pack

- **We offer**
- Regular work on a case by case basis to fit in with other work commitments
- Excellent remuneration
- Full & on-going training on every case & support
- You will work on a self employed, flexible basis, alongside your "day job"
- You will be working at a senior level with a minimum of 10 years post qualification experience as a nurse

FREE 3 DAY ECG INTERPRETATION COURSE



Broomwell Healthwatch, the UK's largest ECG interpretation service, are offering a unique opportunity to attend a comprehensive 3 day ECG course which will be delivered at our centre in Manchester. Day 1 will define the normal ECG. Day 2 will cover morphological abnormalities. Day 3 will cover rhythm abnormalities.

Since 2006 our service has successfully interpreted over 1,400,000 ECGs for 100+ GPs and NHS trusts across the country. You will have an opportunity to learn the same expert and methodical approach to ECG interpretation that has been taught to our staff since the service started.

The criteria for eligibility to apply to attend the course are:

- That you are currently a registered nurse
- That you currently work in a cardiology or A&E department or have role where ECGs are used in daily practice
- That you currently work in the Greater Manchester area

This is a free course with no charge for attendance. There are 20 places available. The 3 teaching days will all be on Sundays in October/November 2019 – exact dates are to be finalised soon. Applicants are expected to commit to attending the full 3 days in order to be accepted. Applications will be considered on a case by case basis – there is no guarantee of acceptance.

To express an interest please email Michael Powe: michael@broomwell.com with a CV or a description of your current role and outline why you are interested in attending the course.

Or to discuss this further please call Michael Rowe on 0161 236 0141.

broomwellhealth.com



ECG Interpretation

£41,371 (pa for a 40 hr week. Pro rata for part time)

Manchester



Do you enjoy ECG interpretation?

Would you enjoy working shift patterns that suit your lifestyle?

Would you enjoy working as part of a highly professional team?

If so, you'll probably enjoy working in our ECG interpretation centre in Manchester city centre. You will work as part of a friendly and supportive team of 30 nurses, physiologists and doctors.

If you think you have good ECG interpretation skills and good communication skills then your application is welcome. If accepted, you will receive consultant and colleague led teaching and support to enable you to develop your professional knowledge further.

Applications can be for part time or full time work. Flexible shift patterns are available.

For an informal discussion or to arrange a look around our centre please call Michael Rowe on 0161 236 0141 or email michael@broomwell.com

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Broomwell Healthwatch is an equal opportunities employer



Head of Care

Up to £48,349 per annum + excellent benefits
Maidenhead, Berkshire

Alexander Devine is a small but growing children's hospice service based in Maidenhead. We are also the only hospice of our kind in Berkshire currently supporting over 110 families.

As well as providing day care, we offer community outreach support and are working towards an offering for overnight stays. We offer a supportive and positive team environment.

Are you a Registered Children's Nurse with clinical management experience and a proven ability to manage and motivate a team? Are you looking for a new challenge, possibly working closer to home, or looking for a change of environment? Are you keen to take on a role that will enable you to play a big part in shaping a developing service? If so, then please get in touch.

As well as being responsible for the operational management of care services provided to children with life threatening and life limiting conditions, you will contribute to the strategic planning of clinical services. You'll also deputise for the Director of Care. As part of a team that really does go above and beyond for every child, you'll help children and their families create memories that will last forever.

If you have an impressive background in children's nursing, lots of initiative and an aptitude for problem solving, we would love to hear from you.

You can find out more by calling Helen Bennett, Director of Care, on **01628 822777** or visiting our website: www.alexanderdevine.org/vacancies.html For an application pack, please email fayd@alexanderdevine.org

Closing date: **20th September 2019**

We offer 4-day fixed shifts

NURSES, Time's on your side.

We believe our nurses truly benefit from having more time to do the things they love doing. So we offer 4-day fixed shifts, no evening shifts and only work 1 Saturday every 4 weeks.

We also offer some of the best salary bands, along with two annual bonuses and all the benefits you'd expect from the UK's largest NHS cataract surgery provider.

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Adult Disability Service

Are you a Health and Social Care professional looking for your next challenge?

We currently have a number of vacancies across our Adult Disability Service. Working in Guernsey offers excellent career opportunities, as well as a great work-life balance. If you are looking for a change, why not find out if Guernsey can work for you?

Current vacancies include:

- Clinical Nurse Specialist for Learning Disability and Autism
- Support Worker
- Team Leader
- Deputy Manager
- Day Service Assistant / Officer
- Autism Lead
- Team Leader, Autism Hub

We offer:

- Up to 8 weeks paid annual leave
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For more information about all of our vacancies within the Adult Disability Service, go to: gov.gg/ADS



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An opportunity has arisen for a registered nurse to work within our General Nursing Unit. The home is divided into a General Nursing Unit and a specialist Dementia Care facility, with a Registered Manager and Clinical Lead heading each unit.

Established in 1989, we are a family run business. Achieving an excellent report in our recent CQC inspection, our vision is to continue to provide person centered care at all times. We are looking for someone who shares our vision and passion for care. We are located in a beautiful coastal area of Cornwall only 20 miles from Plymouth. Good road and rail connections and a thriving local community.

We offer excellent working conditions, rates of pay 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 experience in leading a team of health care assistants as well as good communication skills. 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 on 01503 265151 during office hours or email sharonkeast@hillcrestlooe.co.uk

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- Typically two week assignments, nursing patients in their own homes on a one-to-one basis

If you enjoy providing the highest standards of nursing care on a one-to-one basis, please contact us today for an informal chat about the role. (Community and acute hospital experience an advantage.)

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healthcare at home

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Bristol, Chertsey, Redhill, Southampton, London, Portsmouth

Chemotherapy Nurse

Belfast, Bristol, Newport (South Wales), Hertfordshire, Bedfordshire, Buckinghamshire, Ipswich, London, Oxford

Children's Homecare Nurse

London

We are exhibiting at the RCNi Nursing Careers & Jobs Fair on Stand 57

Essential: All roles will either be community based or involve an element of community based nursing so a full UK's driver's license or equivalent is essential.

Benefits for all roles

- Salary range £27,158 - £34,816, plus shift allowance
- Online benefits portal
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You will be visiting patients in their own home, work place or in the community delivering life-changing medical treatments and providing them with the best kind of 1-2-1 care.

Visit our stand (20) at the upcoming North London RCNi Careers Fair at Business Design Centre, 52 Upper Street on 10th September to meet some of our nurses and discuss our available opportunities.



If you are interested in finding out more about our incredible opportunities for Registered Nurses, please visit our website to learn more and apply today, or find us on NHS Jobs! Make sure to follow us on our social media channels too!



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- **LONDON 12th-13th OCTOBER**
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*Advanced ticket sales will close prior to the event. Tickets purchased on the door will be £16 and are subject to availability. Children under 16 go free. The ticket hotline is open Monday-Friday 9am-5pm.

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HMP & YOI Grampian, Peterhead

Post 1 - Mental Health Staff Nurse (Ref RM03011)

Post 2 - Primary Care Staff Nurse (Ref RM02999)

Band 5 £24,670 - £30,742 per annum,

Full-time 37.5 hours per week

HMP and YOI Grampian can offer an exciting career development opportunity in the challenging environment of NHS prison health care. This prison is the first of its kind in the UK and comes with its own new challenges, housing various categories of adult males and females as well as young offenders.

Joining an established team of experienced NHS prison based health care staff, we have vacancies for Band 5 Registered Nurses, RMN and Adult Nursing and Adult Primary Care.

You will work within a large multi-disciplinary team in a unique health care setting - a Community Facing Prison, offering the services and opportunities available to the general public regardless of their situation or status.

The successful candidates will be motivated individuals with excellent communication and team working skills, ready to provide a high standard of Mental health care provision and advocate health improvement.



The post is shift based working Early, Late and weekend shifts. There is no night shift. An attractive relocation allowance of up to £8,000 is available to successful candidates.

Aberdeenshire is a beautiful area of the world in which to work and these posts offers someone the opportunity to live and work in an area with endless opportunities.

Informal enquiries to Elaine Dingwall, Clinical Manager, HMP & YOI Grampian. Tel: 01779 485729, email: elaine.dingwall1@nhs.net.

To apply please visit <https://apply.jobs.scot.nhs.uk/> and search for Ref No RM03011 (Post 1) and RM02999 (Post 2). Closing date 25th September 2019.



Join our team... for more information: <https://apply.jobs.scot.nhs.uk/>

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Associate clinical trainers required across the UK

We require skilled individuals with a clinical or nursing background and a teaching qualification who can deliver clinical training topics to healthcare professionals in various settings.

Competitive rates of pay with expenses.

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Registered Nurse jobs – join us now!



We're looking for skilled, flexible and experienced nurses to join our dynamic team in Bicester!

As an Endoscopy Nurse at InHealth, we will provide all the training you need to excel in your role – you will carry out pre, peri and post endoscopy care and support patients through their pathway, while continuing to achieve our 98% patient satisfaction rate

We offer a highly competitive salary and a generous flexible benefits package, including:

- 27 days holiday plus bank holidays
- Full training
- Private medical healthcare with Bupa
- Company pension scheme
- Gym membership discount

You will also work with brand new Olympus equipment and a state of the art procedure room

37.5 hours/week, working 4 long days, Monday to Sunday, 8am - 6pm (part time opportunities available)

We offer the chance to do something you love, with the right support to access the roles you want, through clear career paths and best-in-class training.

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The UK Emergency Medical Team (UK EMT) provides high quality emergency health care solutions in a range of humanitarian contexts on behalf of the UK Government.



We deploy UK-based clinicians, normally released for three weeks at a time by NHS employers. At any time, we have a team of sixty clinicians on call who are ready to respond to disasters anywhere in the world within twenty-four hours.

We can respond following earthquakes, cyclones, hurricanes, disease outbreaks or to other humanitarian contexts. Depending on the needs, we might deploy individual personnel, small clinical or advisory teams, self-sufficient primary care facilities or a field hospital including a surgical team and inpatient facilities. Now we need you!

Knowing I can be taken out of my comfort zone into a foreign country, different system and completely unknown team and still thrive has given me greater confidence in my abilities and resilience.

Becky Platt (UK EMT Paediatric Nurse, Bangladesh 2018)

We are recruiting new clinicians to strengthen our register of 400 doctors, nurses and other health professionals who are ready to respond. Members of the UK EMT register continue in their normal job, but can respond overseas for up to three weeks at a time when needed. We are currently seeking:

- Paediatric Nurses (for ED and Wards)
- Theatre Nurses and Operating Department Practitioners
- Spinal Cord Injury Nurses
- Orthopaedic Surgeons
- Infectious Disease Doctors
- Spinal Surgeons



Our ideal recruits are highly skilled independent clinicians who thrive in new and challenging circumstances and are passionate about joining humanitarian emergency responses. You will be well established in your profession (generally with 5 or more years of practice) and able to apply your expertise in low resource environments.

You will be an outstanding team-player who is able to both lead and follow, and you will be happy to put your own comfort aside to make a difference in extreme circumstances.

Successful candidates will undertake our thorough training programme and further assessment throughout that training. The start of the training pathway will be a Pre-Deployment Course on 7-8 December 2019.

Further information is available at www.uk-med.org/UKEMTrecruitment

Applications must be submitted no later than **Monday 30 September 2019**.

Clinical Research Nurse

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Salary –Band 7 (£32,525 to £43,041) per annum
depending on experience

Full-time 37.5 hours (with some flexibility).

This is an exciting opportunity to be involved in clinical research within Primary Care. We are looking for an enthusiastic, self-motivated nurse with previous experience in research who is looking for a new challenge to further develop their career.

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Closing date 22nd September 2019.

Please apply with CV and covering letter to n.asamoah@nhs.net or for further information contact Dr Asamoah or Dr Black on 01932 830928/01932 840123

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You will be a qualified RMN and, although it is desirable to hold qualifications in other recovery based therapies such as DBT and CBT, it is not essential.

The CQC outstanding-rated hospital is located in the Devon Countryside, overlooking the Devon coast, with an onsite gym, patient-led café and free car parking.

For an informal chat please contact Julie Wilson on 01626 884553 / 01626 884673 or email juliej.wilson@nhs.net

For further information or to apply for this role please go to: www.jobs.nhs.uk - Job reference: 369-A-19-42185-5

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For an informal chat and to arrange a visit, call Mirelle Cassidy, Services Lead on 0208 859 9802



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Enhanced Disclosure checks by the DBS will be undertaken for successful applicants. Demelza is an equal opportunities employer. Registered Charity No 1039651. Demelza is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

BNF for Children Paediatric Formulary Committee member

The Paediatric Formulary Committee of the BNF for Children is looking to recruit a paediatric nurse.

For further information please see www.rpharms.com/about-us/work-with-us.

Closing date: **Tuesday 1st October 2019.**

Membership of the PFC is voluntary; reasonable travel and subsistence costs are reimbursed.

MANAGEMENT

Director of Clinical Services

£60-£70,000 per annum

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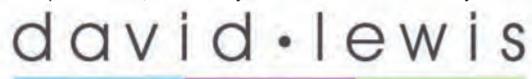
The successful candidate will be degree educated and hold a medical, clinical or therapeutic qualification recognised by the GMC, NMC or HCPC. You will possess expert knowledge of health care statutory and regulatory frameworks developed via experience in a senior operational management position or general management experience in a health care setting.

For an informal discussion, please contact Janet Bott Director of Clinical Services on 01565 640193.

For further information and to apply please visit www.davidlewisrecruit.org.uk or email CV and supporting information to recruitment@davidlewis.org.uk

Closing date: Monday 30th September
David Lewis is an equal opportunities employer and welcomes applications from a diverse talent pool

Disclosure and Barring Service (DBS) Checks: This post, due to its nature, duties and responsibilities, will be subject to an enhanced check by the DBS



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TASMANIAN HEALTH SERVICE

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VACANCY FOR REGISTERED NURSE – CCU

The Gibraltar Health Authority invites applications from suitably qualified registered nurses for the post of CCU Nurse. The successful candidate will be responsible for the care and management of patients in the CCU. The post is full time, permanent and based in Gibraltar.

Applications should be submitted to: giovanni.villa@gibraltar.gov.gi or giovanni.villa@gibraltar.gov.gi

Application packs are available from the Public Service Human Resources Department, Gibraltar. For more information, please contact giovanni.villa@gibraltar.gov.gi or giovanni.villa@gibraltar.gov.gi

not later than 1:00pm on Friday 27th September 2019.

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Gibraltar Health Authority

VACANCY FOR REGISTERED NURSE – A&E

The Gibraltar Health Authority invites applications from suitably qualified registered nurses for the post of Accident and Emergency (A&E) Nurse. The successful candidate will be responsible for the care and management of patients in the A&E department. The post is full time, permanent and based in Gibraltar.

Applications should be submitted to: giovanni.villa@gibraltar.gov.gi or giovanni.villa@gibraltar.gov.gi

Application packs are available from the Public Service Human Resources Department, Gibraltar. For more information, please contact giovanni.villa@gibraltar.gov.gi or giovanni.villa@gibraltar.gov.gi

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- ✓ Expand your existing knowledge of Dementia
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OXFORD SEP - 2nd, 16th
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