#SafeStaffing SavesLives
JOIN OUR FIGHT
When we’re going to bed, Sam has already started her night shift. She’ll bring comfort, relieve pain, fight infection and make her patients feel that little bit less scared. She’s a people person.

But her shift will also be chronically understaffed. Patients waiting in corridors, care left undone.

Nurses are the People’s People. And now we need to fight for them.

England is missing more than 40,000 nurses. Tell the government to fix it. Sign our petition today at rcn.org.uk/peoplespeople-magazines

#safestaffingsaveslives
Safe nurse staffing campaign: we ask the public to join our fight

RCN launches advertising campaign encouraging people to speak out about nurse shortages

The RCN is urging patients and the public to sign a petition calling on the government to fix the nursing workforce crisis in England. We’ve launched an advertising campaign to raise awareness of nurse shortages, which have reached alarming levels. The adverts in national newspapers (see opposite), feature the strapline: “Nurses are the People’s People. And now we need to fight for them.”

They ask people to sign a new petition we’ve created, which reads: “I’m calling on the government to invest in tomorrow’s nurses, end this crisis and make clear in law who is truly accountable for safe and effective patient care.”

An adapted version of the advert also appeared on digital billboards (see above) and is being shared across social media.

There are almost 40,000 nurse posts vacant in the NHS in England, with serious staffing gaps in care homes and independent hospitals too.

Earlier this year, RCN members in Scotland secured new legislation on safe staffing levels after a similar law was passed in Wales in 2016. The focus of this campaign is for legislation to be introduced in England to help address the nursing workforce crisis.

We want there to be enough nursing staff with the right skills and knowledge, in the right place, at the right time. This includes nursing support workers who are vital to meeting the needs of patients across our health and social care services.

RCN Chief Executive & General Secretary Dame Donna Kinnair said: “Patient safety is being endangered by nursing shortages. We’re calling on the public to fight for nurses and sign our petition. We need their support in calling time on this crisis.”

What do we want?

We want ministers and NHS leaders in England to:

- introduce legislation to ensure accountability for safe nurse staffing at all levels of health and care services in England
- ensure that decision-making bodies throughout the health and care system have clear roles and responsibilities, and are accountable for the decisions they make in relation to workforce supply, recruitment, retention and remuneration
- invest at least £1bn a year in nurse higher education to reverse the reduction in the number of students both applying to and taking up places on nursing degree courses.

GOT TWO MINUTES? That’s all it takes to sign our online petition and add your voice to our campaign. Visit rcn.org.uk/peoplespeople-magazines to join thousands of others who’ve already signed.
Black History Month events celebrate BAME nursing staff

The RCN is hosting a number of events this October to celebrate the contribution of nursing staff from black, Asian and minority ethnic (BAME) backgrounds.

The events to mark Black History Month come at a time when it’s important for the profession to embrace its diversity. The latest Workforce Race Equality Standard (WRES) report from NHS England showed reported discrimination towards staff from BAME backgrounds increased to 15% in 2017.

RCN diversities lead Wendy Irwin said: “We know that many communities are feeling the impact of targeted hostility and aggression in the period since the Brexit referendum and that nurses’ working environments can feel unsafe for those who are different. Black History Month events provide an opportunity for us to unite as a professional community in valuing diversity and finding strength in our differences.”

What’s on?

In the West Midlands, we’ve teamed up with the NHS Leadership Academy to host a free conference where Dr Ruth May, Chief Nursing Officer for England, will give a keynote speech.

The Eastern region is planning an educational, emotive and inspirational event with a discussion on the contribution of BAME nurses before Mary Seacole and the NHS.

The London event will include live music and award presentations to “rising stars” from the BAME nursing community.

Find out more about these events and others taking place across England at rcn.org.uk/events

Brexit: we must secure the future of the EU workforce

The RCN is continuing to lobby politicians on the importance of developing a post-Brexit immigration system that enables nursing staff to be recruited from overseas. We’ve been campaigning to stress the urgency of the issue and will be responding to a consultation on the introduction of a points-based scheme for EU migrants.

For the last few years, nursing has been on the shortage occupation list, which is used to fast-track the visa applications of people who work in professions where there is a shortage. However, the government is proposing a minimum salary of £30,000 for nurses coming to work in the UK from overseas. We think this is wrong and that salary levels should not be used as a measure of the value of nursing skills. We’re also campaigning for the rights of EU nurses working in the UK to be protected after Brexit. Visit tinyurl.com/rcn-brexit-overview to find out more.

Exhibition charts fight for nursing registration

Our latest exhibition celebrates 100 years of nursing registration. It launches at the RCN library in London on 17 October with an evening of talks, displays and activities. Find out about the fiery characters who fought for nursing registration and view original nursing registers from the General Nursing Council, now the Nursing and Midwifery Council. Free to attend. Visit tinyurl.com/rcn-exhibition-launch
Help make parity reality

Our new campaign looks at why it’s important to give mental and physical health equal attention

From Monday 7 October we’re asking you to join us in #MakingParityReality. We want every patient’s mental and physical health to be given equal attention, across all health care settings, and you can help make it happen.

“Currently, people with severe mental illnesses die 15-20 years earlier than the general population,” said Tim Coupland, who leads the RCN parity of esteem project.

“We can all play our part in changing this by addressing people’s mental health with the same urgency as we do physical health and ensuring that people with complex mental health issues are supported to look after their physical wellbeing. We also need to consider how physical health issues affect our patients’ mental health.”

Tim and the rest of our parity of esteem group have been looking at how mental and physical health feed into one another and what nursing staff can do to make parity a reality.

Our week-long campaign will share key insights and actions to help you make changes in your workplace. Small changes, such as including discussion of both mental health and physical health in every consultation and conversation can make a big difference in opening up opportunities to meet peoples’ whole needs.

“The current and ongoing inequalities between physical and mental health outcomes are completely preventable,” Tim added. “Nursing staff are in a unique position to address patients’ mental and physical health at the same time.”

Five ways to get involved

1. Visit rcn.org.uk/parity-of-esteeem to read about parity of esteem and access campaign resources.
2. Print off a poster to display in your workplace.
3. Submit examples of how you’re working to deliver parity of esteem at rcn.org.uk/parity-of-esteeem
4. Follow the hashtag #MakingParityReality on Twitter and post your own views.
5. Join our Twitter chat at 7.30pm on 8 October – follow @TheRCN

Historic NI strike ballot to open in days

RCN members working in Health and Social Care (HSC) services in Northern Ireland will be balloted on industrial action, up to and including strike action, with ballot papers posted from 9 October. The ballot will run for four weeks. It’s the first time in the RCN’s history that a strike ballot has been conducted. It’s in response to the safe staffing and pay crisis there.

RCN Northern Ireland Director Pat Cullen said: “Members say they can’t continue to work under the current conditions. As a profession, we’re no longer prepared to tolerate the risk that low staffing levels pose to patients, nursing staff, and the people of Northern Ireland. No nurse I know would want to take industrial action but we’ve been left with no choice.”

Meet your new RCN Council members

RCN Council election results will be announced on 2 October. Visit rcn.org.uk to find out who will be representing you on our governing body for the next four years.

Successful candidates will take up the following seats on 1 January 2020: Eastern, East Midlands, London, North West, Northern, Northern Ireland, Nursing Support Worker, Scotland, South East, South West, Wales, West Midlands and Yorkshire & the Humber. The RCN President, Deputy President, Chair of RCN Congress and Student Member of Council also serve on RCN Council but these positions were not up for election in 2019.
So you’re having a baby?

Congratulations! To help we’ve developed new pregnancy and maternity toolkits. Visit tinyurl.com/rcn-toolkits to find advice on when to tell your employer, whether your job poses any risks, maternity leave, and more. The RCN has also contributed to new guidance from NHS Employers about improved entitlements to occupational shared parental leave in the NHS in England and Wales. Scotland will be introducing similar entitlements soon. Visit tinyurl.com/NHS-sharedparentalleave

Newly qualified nurse Katt Gubb has completed a challenge to run every day for a year

After going through a difficult time as a student, suffering from burnout, anxiety and depression, Katt decided to do something positive for her own wellbeing.

“Newly qualified nurse Katt Gubb has completed a challenge to run every day for a year

I’ve started cycling to and from work and I’d like to do more yoga, which I find helpful for the mindful side of things.”

Although Katt continues to battle her own mental health issues, she is very positive about the benefits of this challenge and would urge others to consider something similar.

“There’s so much stigma around mental health, especially as a student nurse. You don’t feel you can speak out or show any weakness. That needs to change,” Katt insists.

On 1 October, Katt set out on her last run for this challenge, having not missed a single day. So will she be hanging up her unicorn horn? Absolutely not, she says.

“I’ll definitely keep running — although probably not every day! I’ve started cycling to and from work and I’d like to do more yoga, which I find helpful for the mindful side of things.”

Although Katt continues to battle her own mental health issues, she is very positive about the benefits of this challenge and would urge others to consider something similar.

Visit tinyurl.com/kattgubb to donate to Katt’s MIND fundraiser, and find out more about her mission on the RCN Students magazine website: rcn.org.uk/studentsmag

Unicorn runner raises awareness of mental health

Inspired by the work of the charity MIND and their message that movement can be healing, she set herself the challenge of running one mile each day for a year. She wears various brightly coloured unicorn horns to symbolise positivity and bravery with the aim of getting people talking about mental health.

“Even though it’s been incredibly difficult, there have been times over this year when I genuinely feel this has saved my life,” Katt says. “If I can do it and benefit so much from it, then I truly believe anyone else who is physically able can do it too.”

So will she be hanging up her unicorn horn? Absolutely not, she says.

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New nursing director pledges to tackle real problems

Susan Masters has been appointed RCN Director of Nursing, Policy and Practice after being our Regional Director in the South West, where she’s been a nurse for 28 years.

“I’ve enjoyed working with the RCN in a region I’ve devoted almost my entire working life to,” she says. “The issues I set out to resolve in the South West, such as chronic nursing shortages, Brexit uncertainty and a lack of support for senior nurses, are echoed in every part of the UK. I want to use this role to make sure members feel the RCN is tackling the problems, at work and in their lives, most important to them.”
PATIENT PERSPECTIVE

Being listened to makes such a difference says Beth Edwards, who’s had mixed experiences during hospital stays

I was subjected to some less than helpful attention from a nurse when I was in hospital with a hip dislocation around 10 years ago. When I asked for assistance to go to the toilet she really didn’t listen to me or take into account my individual circumstances when I told her I couldn’t move. Instead she said: “Come on dear, we don’t do bed pans here,” as she hoisted me up by my clothes. I didn’t want to complain but I was really shocked, upset and in so much pain.

But my recent stay in Llandough Hospital was so different. In my very first conversation with a nurse she told me her name and advised me she was my named nurse for my stay. She also asked me how I’d like to be addressed. On every shift change, a nurse introduced themselves to me. This was a great way to build a trusting and respectful relationship.

I was amazed at how cheerful staff were despite the pressures they’re obviously working under. I never felt like I was being a nuisance when I pressed the button for help. I felt like I mattered.

It’s clear these nursing staff really want to make things better for patients as they’re constantly looking for ways to make improvements. Feeling like you’re being listened to makes such a difference.
Why nursing?

In such difficult and uncertain times I think it’s important to remember what nursing truly is. Nursing is making a difference to people’s lives, as cliché as it sounds, it’s the truth.

Nursing is job security. Everyone, everywhere needs a nurse.

Nursing can be hard. There are days when you will cry and there are days when you will feel defeated, but the love that you will develop for your job will help you to carry on.

Nursing is being a leader, a role model, a mentor, and a student all at the same time.

Nursing is providing a hand to be held, from the 24-week old baby in the NICU to the patient in an older people’s ward.

Nursing is so much more and it can be anything that you want it to be.

Although we have to address the issues that challenge and affect our job, we must not allow these issues to define our profession.

Nicola from her blog: tinyurl.com/why-nursing

Think sepsis

I’ve just read the RCN Bulletin story about sepsis survivor Tom Ray online (rcn.org.uk/bulletin). As a nurse working in a community hospital and responsible for collating our monthly sepsis audit, I can say the whole team is fantastic in identifying patients we think have sepsis and escalating those concerns to ensure the patient receives treatment for it. Our trust has just exceeded the NHS’s standard for assessing and treating sepsis patients in a timely manner. Together with the NEWS2 (National Early Warning Score) and sepsis preforms, we are always thinking sepsis.

Robin on Facebook

There are not enough people on this ward. There are not enough doctors and not enough nurses. The NHS has been destroyed.

Worried father Omar Salem confronts Prime Minister Boris Johnson on a visit to Whipps Cross Hospital in London where Omar’s daughter was being treated

FOUR THINGS TO DO IN OCTOBER

1. Sign our petition calling on the government to fix the nursing workforce crisis in England: rcn.org.uk/ peoplespeople-magazines
2. Attend one of the RCN’s Black History Month events to celebrate the contribution of black, Asian and minority ethnic nursing staff: rcn.org.uk/events
3. Get the flu jab to protect yourself and your patients: rcn.org.uk/beat-the-flu
4. Visit RCN HQ in London on 10 October to listen to award-winning writer Nathan Filer talk about his time working on psychiatric wards to mark World Mental Health Day: rcn.org.uk/the-heartland

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**

**World Mental Health Day is on 10 October. We asked our followers on Twitter how they ensure patients are supported with both their mental and physical health**

We offer our patients who have long term conditions a referral to the local counselling service. We also ask how people are feeling and try to make the clinic a safe space for them to talk.

@kinrade_sophie

Our primary care liaison teams support people with learning disabilities to access mainstream mental health services where possible and help with reasonable adjustments where needed.

@kwelsh1

We build relationships of trust so that patients know they can share their anxieties and other emotional issues safely.

@PatriciaSelway

In mental health nursing, mental health is one of our primary concerns. We listen, we empathise, we validate and share vulnerable moments. However, we don’t lose sight of patients’ physical health or the system they live in. We treat the whole person as it all matters.

@anniecox01

We try to get people to avoid social isolation and encourage proactive anticipatory decision making with managing long term conditions. We provide healthcare plans to support problem solving during exacerbations of conditions, including when to contact healthcare providers.

@GlosTerri

We take time to listen, ignore the “we know him, he’s always like that” comments, signpost when needed, provide support to help make decisions, and act as required.

@Juliet4200

**MESSAGE TO MEMBERS**

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

The uncertainty surrounding Brexit is deeply unsettling for all of us. No matter what happens after 31 October, the RCN will be here to help. This might be providing immigration advice, giving guidance on medicines management or helping with concerns about safe staffing. As your union and professional organisation, you can rely on us to support you through this complex and confusing time.

Behind the scenes, we’re working hard to influence politicians on five important areas. Our number one priority is to make sure services are safely staffed. This means fighting to protect the rights of overseas nurses currently working in the UK and demanding a post-Brexit immigration system that allows us to continue to recruit our valued colleagues from overseas.

Since a vote by members at RCN Congress in 2018 it’s been our position to campaign for a people’s vote on the final Brexit deal. This remains our stance and we’ll continue to demand a referendum to agree the terms under which we leave the EU.

Brexit is a divisive issue and opposing views risk splitting people everywhere. But as a nursing community we’re united in our commitment to providing high quality care. As RCN Council recently agreed, our strength is in our unity, and as a united organisation we have the best chance to influence.

[ tinyurl.com/rcn-brexit-overview ]

**Breaking the silence on suicide**

Gemma wants others to know that speaking out and seeking support won’t mean the end of your nursing career

A number of years ago I attempted suicide. Following it, I was referred to the Nursing and Midwifery Council (NMC) about my fitness to practise. Prior to the suicide attempt I was honest with my manager about how I was feeling, yet I had no support. Looking back it was probably because they didn’t know what to say. I had no-one to talk to and felt so isolated.

I put my uniform on and acted like I was fine, focussing on providing excellent care. I worked extra hard, taking on more shifts to try and keep as busy as possible. But my head was trapped in a cycle of suicidal thoughts.

Suicide is uncomfortable to talk about, but we need to talk about it. Making conversation can help break down the stigma; even the smallest thing you say can make a big difference. It might even save a life.

If you’re feeling suicidal and feel you can’t talk to a family member, friend or colleague, there are lots of helplines to get support anonymously. Ask for help as it is so much harder going through it on your own.

The NMC investigation concluded no case to answer. I’m now a junior sister back in the NHS and have recently been shortlisted for an award for the mental health work I’m doing supporting staff.

Don’t put off communicating any issues you’re having for fear of fitness to practise as it doesn’t mean the end of your career.

Call the RCN counselling service for confidential support on 0345 772 6100 or Samaritans on 116 123.
Reducing the risk of discrimination

The RCN’s cultural ambassador programme aims to make sure nursing staff from black, Asian and minority ethnic (BAME) backgrounds are treated fairly when facing disciplinary action.

The programme was first introduced in the West Midlands in 2016 and offers NHS trusts in the area the chance to work with the RCN to recruit staff from BAME backgrounds to become cultural ambassadors. It has since been rolled out across England and will be running in at least one trust in every region by the end of 2020.

Cultural ambassadors are trained to identify and challenge discrimination and cultural bias. They use these skills in their role as a neutral observer within disciplinary processes, formal investigations and grievance hearings involving staff from BAME backgrounds.

With evidence showing that BAME nursing staff in the NHS are over-represented in such processes, and as a result more likely to face sanctions, the role is supporting organisations to make crucial changes and tackle racial discrimination.

“We’re able to ask open and honest questions to both sides,” says Suresh, who’s been a cultural ambassador for three years. “The training we’ve received means we have a clear understanding of individual cultural needs and nuances, as well as conscious and unconscious biases. Therefore we’re able to pose questions that others may not have considered and, often, this can prevent proceedings from going further than necessary.”

Tara, who is one of the HR leads for the project at Suresh’s trust, says this offers an important pause for thought.

Spotting cultural bias

“The voluntary cultural ambassador role acts in a completely different way to those on the investigating teams and disciplinary or grievance panels,” says Tara. “Cultural ambassadors are there to look at these formal processes through a different lens and provide independent advice and guidance. If they observe any biases, or they are of the view that there are cultural factors to be taken into account, they ‘interrupt the process’ and ask teams and panels to review and consider these observations.”

Suresh adds: “Panels are usually thinking about policies and procedures and what is considered ‘right’ and ‘wrong’ but that can limit the way of looking at things.”

Suresh also points out how important it is to have cultural ambassadors involved from the outset. “When these questions aren’t asked during the early stages of a process, it can cause so much unnecessary stress and anxiety for the person going through it,” says Suresh. “It can even lead to people leaving the organisation or profession.”

Vanessa, another cultural ambassador working alongside Suresh, says: “We need to hear all the facts from the beginning. I’ve been involved in cases where there hasn’t been a sanction given because we’ve teased everything out before it got to that stage and realised it was misinterpretation or miscommunication, or the level of accusation was wrong. Our findings and opinions are taken seriously and when we raise something, we’re listened to.”

Suresh and Vanessa have found that although their involvement is neutral, their presence in hearings and investigations has had a positive impact on some staff going through such processes.

Ensuring fair treatment

Vanessa says: “Some people feel better supported when there’s someone there whose purpose it is to make sure they’re fairly treated. There can be a lot of stigma and some employees from a BAME background may automatically feel they’ll be treated in a certain way. However, I try to explain to people why I’m there; to ensure a fair process. I also explain that outside of that particular process, they can also contact me to share any issues that they feel need addressing with regards to unconscious bias in the workplace.”

Tara and her fellow project lead Emma say that one of the main reasons their trust decided to have a cultural ambassador was to improve the structure of hearings and investigations.

Some people feel better supported when there’s someone there to make sure they’re fairly treated

Words by Zara Davies. Picture by Steve Baker

What you need to know

Data provided by trusts taking part in the cultural ambassador programme shows:

• a reduction in the levels of sanctions imposed.
  There have been less dismissals, suspensions, first written warnings and final written warnings

• a reduction in the number of investigations involving BAME staff

• a reduction in levels of staff sickness absence.

Cultural ambassadors don’t have to be RCN members to be eligible for the role. It’s a voluntary role, with the RCN working in partnership with the cultural ambassador’s employer. To find out more, contact wendy.irwin@rcn.org.uk
introduce cultural ambassadors was so that all staff could feel assured that processes were fair and consistent for everyone.

Emma says: “Feedback and testimonials from staff have shown that people do feel more confident in our processes as a result of this programme and not only that but they also indicate that staff have more confidence in raising issues and concerns themselves.”

Emma believes the programme has also had a big impact on behaviour. “Certainly in the HR team, we’re approaching our day-to-day work differently, including the way we think, act and behave. Although Tara and I can’t act as cultural ambassadors, we’ve had the training and we’ve shared what we’ve learnt with colleagues. It makes you stop and think. We try to ask those questions that we may not have thought about previously and unpick things in a different way.”

Looking at things differently

Suresh says it’s about giving everyone the understanding to look at things differently. “We need to give people the tools to be able to verify things in other ways rather than taking drastic action straightaway,” says Suresh. “It’s about understanding people’s feelings and emotions and recognising something you may not have considered.”

Vanessa says she’s also noticed a change in behaviour with regards to those staff involved in disciplinary process panels. “People seem more open to finding out the facts regardless of how in depth we have to go,” she says. “For example we may find out part-way through an investigation into an alleged accusation that there were a number of other people involved that we didn’t recognise to begin with and we’ll go back and interview them.”

Not only has the programme supported staff going through disciplinary processes but it’s helped Suresh and Vanessa with their own development and approach to work too.

“It’s allowed me to approach my work as a service manager more thoughtfully,” says Suresh. “Of course, I’ve had equality and diversity training and I was very aware of cultural training. But now I have that in-depth knowledge about the little differences, even within the same culture, and how important it is to consider these things.”

Vanessa says: “I see things from a very different perspective now. I try to have a neutral approach in all situations until I know the facts.”

RCN diversities lead Wendy Irwin adds: “The learning and development provided by the training offers a rare opportunity to understand both the complexities and subtleties of tackling workplace discrimination. Many organisations recognise that the issues around tackling discrimination are systemic. This programme helps employers develop trust and confidence in the things they need to do to build inclusion into their processes, structures and operations.”

Tara and Suresh are working together to reduce the risk of racial discrimination

We’re able to prevent proceedings from going further than necessary

The trust featured in this article is the Black Country Partnership NHS Foundation Trust which provides mental health and learning disability services to people in Sandwell and Wolverhampton.

Emma and Tara will be speaking about the cultural ambassador programme at the RCN West Midlands’ annual Black History Month Conference at West Bromwich Albion Football Club on 16 October. Visit tinyurl.com/rcn-wm-bhm-event to find out more.
KNOW THE FACTS

There are lots of common misconceptions about the flu vaccine. Find out the myths from the facts

**MYTH: The flu vaccine is ineffective**

There is good evidence that the vaccine reduces the amount of severe illness and helps stop people needing to be in hospital.

**FACT**

**MYTH: I don’t need the vaccine because I keep fit and am never ill**

Up to 50% of people with flu infection will have no symptoms or only mild symptoms. They will still be infectious and can still spread the disease.

**FACT**

**MYTH: The vaccine gives me flu**

Sometimes side effects of the vaccine can mimic mild flu-like symptoms, but these are short-lived. The vaccine cannot give you flu and is continually tested and monitored.

**FACT**

The RCN is running a campaign to encourage all nursing staff to get the flu vaccine to protect themselves and their patients. Find out more: rcn.org.uk/beat-the-flu
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For your member discount go direct to LV.com/RCN

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From £195
10% of new RCN Car Insurance customers paid £195 or less Dec ‘18 – May ‘19.
0800 756 8126

HOME INSURANCE
From £105
10% of new RCN Home Insurance customers paid £105 or less Dec ‘18 – May ‘19.
0800 756 8312

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For your member discount go direct to LV.com/RCN

*To the nearest charge point. For Text Phone: first dial 18001. Mon–Fri 8am–8pm, Sat 9am–5pm, Sun 10am–4pm. Calls will be recorded.

The Royal College of Nursing acts as an Introducer Appointed Representative to the Liverpool Victoria group of companies for General Insurance.
What is homeless hospital discharge nursing and why do we need it?

A small number of nurses have been finding ways to serve the health needs of the UK’s growing homeless population. Sam Dorney-Smith from the Public Health Forum explains how they’re making care more inclusive.

In early 2018, Sam (pictured above) set out to define the role and potential of nurses working in homeless hospital discharge. She drew on her own experience of setting up and leading homeless health teams in London and travelled the country to meet specialist nurses at work.

“It’s a really important job,” says Sam. “What I found in the hospitals is that it’s not just about helping with homelessness – it’s about promoting inclusion in those health systems, and stopping patients feeling disenfranchised.”

Homeless hospital discharge nurses work with people experiencing homelessness, ensuring they get the health care they need while in hospital, and helping them secure accommodation and ongoing care before they’re discharged.

Growing demand

It’s a role that’s needed now more than ever. Shelter estimates that around 320,000 people in the UK are now homeless, a rise of 8% since 2016. Meanwhile, recent research shows the number of homeless people presenting to A&E nationally has nearly trebled in the past seven years.

Despite the need, only 25 homeless hospital discharge nurses were identified during Sam’s project. Some work in teams, but many are lone workers.

A large number of the teams were established in 2013 from the Homeless Hospital Discharge Fund, a one-off £10m grant from the Department of Health, which recognised the need to develop specialist services. Patients in these services reported being discharged into accommodation 71% of the time – up from 27% in a 2010 audit. But though 52 projects were initially supported, only 17 continued receiving funding after the pilot phase.

Sam’s investigation revealed that underinvestment is not the only challenge facing this area of nursing. A lack of role definition and best-practice research, negative attitudes towards people who are homeless, and some hospitals treating the teams as a tool to free-up beds all make it harder for the nurses to do their work.

“Homeless hospital discharge nursing is not meant to be a cost-saving intervention,” Sam says. “It is about using that hospital stay as a window of opportunity. It is about quality care and sometimes getting somebody who is homeless to stay in hospital longer to get the treatment that they require, so that we can assess their needs, then discharge them appropriately and stop the revolving door.”

But there is hope. The recent introduction of the Homelessness Reduction Act has meant that since April 2018 hospitals must identify patients experiencing homelessness. This might encourage the creation of more nursing roles in the area, Sam says.

“Ultimately, these nurses have a massive opportunity to change the culture in hospitals, although this is a very difficult job,” says Sam. “Ideally we need the introduction of inclusion health nurse consultants, ensuring that our most vulnerable patients get access to the holistic and integrated care they need.”

Sam’s project was funded by the Burdett Trust for Nursing, with help from Pathway homeless charity, the RCN and others.

Words by Rachael Healy. Picture by Gareth Harmer

“It’s about using that hospital stay as a window of opportunity.”
Highlighting the work of the RCN’s specialist forums and networks

IN THE SPOTLIGHT

Pain and Palliative Care Forum

Who’s the Chair?
Felicia Cox has been Chair of the forum for nearly nine years. She qualified as a nurse in Australia and spent 10 years as a perioperative nurse there and in the UK, before moving into pain management in 1997. She’s now a pain nurse specialist, member of the British Pain Society, editor of the British Journal of Pain and an honorary lecturer at a number of universities.

Recent highlights?
The forum developed Bounce Back Boy, a film about the life and death of Josh Cawley, a young man with complex care needs. An accompanying handbook and webinar for nursing staff explore best practice end-of-life care for people like Josh. The forum also helped create a resource on mouth care in partnership with Hospice UK.

What’s coming up?
Following on from a 2018 publication with the Older People’s Forum, the Pain and Palliative Care Forum will be doing more work on pain management for older patients. New guidance will be published soon and the forums are hosting a joint workshop at RCN HQ on 26 February 2020. The team is also working on new opioid guidance with the Faculty of Medicine and the British Pain Society.

Why join?
Felicia says: “You can make a difference. You’ll be working with like-minded people who have different perspectives working in different care settings, spanning education and clinical specialities.”

Read more about the Pain and Palliative Care Forum at rcn.org.uk/forums Find them at facebook.com/groups/RCNPainandPalliativeCareForum and on Twitter @RCNPainPall

Patients’ changing needs reflected in new breast care competencies

Members of the Cancer and Breast Care Nursing Forum have written and released a new competency framework for nurses providing care to people with breast cancer. It defines the standards of care expected of a competent registered nurse providing general or specialist breast cancer care.

Though cancer is often considered to be a life-limiting illness, it is increasingly viewed as a long-term condition involving the individual with cancer, their family and carers. This framework reflects the changing needs of people affected by breast cancer, including men, and the skills required to enable self-care and rehabilitation following treatment.

Download the guide at rcn.org.uk/publications (code 007 522).

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Bowel care guidance promotes positive approach

Members from the Bladder and Bowel Forum and Gastrointestinal Nursing Forum have collaborated on the latest Bowel Care guidance, out now. Although bowel care is crucial to patients’ quality of life, it can be difficult to discuss. The booklet encourages a positive and proactive approach.

“This is the fourth edition of the guidelines. It’s been a valuable tool for nurses and used nationally to support best practice,” says Alison Wileman, Chair of the Bladder and Bowel Forum. “In this edition, there is more information to support changes in nursing, including on end-of-life care, inflammatory bowel disease, and a bigger chapter on infection prevention and control.”

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Download the framework at rcn.org.uk/publications (code 007 657).

WHAT I’M THINKING

Annabelle Winstanley
General Practice Nursing Forum

Flu season comes around like a whirlwind. Before we know it, hundreds of vaccines have arrived and we’re back to two-minute slots for patients wearing four layers of winter clothing!

This time of year can bring the GP team closer, with all staff getting involved to ensure everyone who is eligible gets their jab. It can also pose challenges. How do we make sure hard-to-reach patients attend for their flu jabs? Can we support district nursing teams to immunise housebound patients?

Collaborative working is essential. Ensuring all clinicians are promoting the flu jab and giving it when opportunities arise can help reach patients we don’t see frequently. For example, we involve the drug abuse workers who are based at our practice once a week, asking them to direct their patients to see us after their appointments.

Keeping an open dialogue with our district nurse colleagues can also ensure that no patient is missed. We can, for instance, combine flu jabs with our annual reviews for housebound patients to reduce the workload for district nurses.

Finally, there is an opportunity for education. By dispelling myths and giving the evidence-based facts, we allow our patients to make informed choices about immunisation.

rcn.org.uk/beat-the-flu

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Download the framework at rcn.org.uk/publications (code 007 657).
Women’s health conference

13 November
RCN HQ
20 Cavendish Square
London W1G 0RN

Smashing the stigma is the theme for this year’s RCN Women’s Health conference, one of the largest events of its kind in the country. Open to nursing staff and students practising in women’s health, gynaecology or specialist services, this event will provide the latest updates and a packed programme for learning and networking.

With a host of interesting speakers and specialists in the field, the day will explore the challenges and stigmas surrounding women’s health.

RCN Women’s Health Forum committee member and lead for this year’s event, Katharine Gale, says: “We have speakers who are breaking the taboo around women’s health issues including menstruation, menopause and miscarriage. A highlight will be comedian Karen Hobbs who’ll be talking about her experience of gynaecological cancer. We look forward to welcoming nursing staff who want to join the discussion and change attitudes around these important issues.”

Visit rcn.org.uk/wh19 or call 02920 546 460 to book.

Personalised palliative care

31 October
RCN Wales
Ty Maeth, King George V Drive East
Cardiff CF14 4XZ

This morning seminar will provide an insight into issues for nursing staff who provide care and support for people, and their friends and families, during the last months and days of life.

Aimed at registered nurses and third-year pre-registration nursing students working in any sector, the seminar counts as CPD towards revalidation. Topics covered include; palliative care in Wales, advanced care planning, symptom management and end of life care. Apply to register by Thursday 17 October.

Visit rcn.org.uk/palliative-care-issues-cardiff or call 02920 546 460 to book.

Developing leadership skills

14 November and 2 December
RCN South West
3 Capital Court, Bittern Road
Sowton Industrial Estate
Exeter EX2 7FW

This two-day course, developed for nursing staff at band 5 (or equivalent), explores how to lead effectively while navigating increasing demands, competing priorities and growing expectations in a nursing role.

The programme allows time and space to explore your leadership style, your aspirations as a leader, and how to promote a team approach that is inclusive, vibrant and supported by continuous learning.

Visit tinyurl.com/rcn-dlp-exeter or call 02920 546 460 to book.
We are a leading international medical assistance provider. Open 24/7 we support thousands of customers year on year when they fall victim to an illness or have an accident or injury abroad. The customer is at the heart of everything we do from the initial contact, offering triage services and directive care through to escorted repatriations; our team of medical experts are on hand.

Working as part of a team of 20+ Nurses and Doctors, you will liaise with patients, hospitals and medical staff to ensure the correct and appropriate treatment is being given. You’ll also be responsible for assessing when and how the patients are fit to return home.

We are always excited to speak to candidates who are interested in the office based roles we hire at our Chichester office:

- NMC qualified Nurses with 5 years post registration experience from within an A&E/ICU/Cardiac setting
- HCPC registered Paramedics with 5 years post registration experience
- GMC registered Doctors with a minimum of 5 years broad clinical experience, preferably including emergency department or acute medicine, intensive care and general practice

Ideally we look for some experience of overseas health care and knowledge of aviation medicine, but full training is provided.

Email us at recruitment@cegagroup.com
Call us on 01243 621000
A new voice for GP nurses

Marie-Therese Massey is four months in to her role as RCN professional lead for general practice nursing. She explains how she plans to use her position to raise the profile of the specialty.

Three decades of working as a general practice nurse (GPN) have allowed Marie-Therese Massey (pictured above) to follow the progression of the specialty as the workforce has flourished.

Now, having taken on the role of RCN professional lead for GPNs, she hopes to help shape the future of this crucial area of primary care.

Marie-Therese will be the voice for the RCN on GPN issues across the UK. She plans to ensure this is heard at the highest levels on pressing concerns such as safe staffing, effective nursing care, GPN education, continuing professional development and employment issues.

Marie-Therese, a Queen’s Nurse, says: “I want to focus on building the GPN workforce, and supporting the current workforce to embed safe staffing and effective care across the general practice setting.

Increasing demands

“The general practice team is caring for more patients with complex health needs and we are developing and expanding our services to manage the ageing population and emerging long-term conditions, such as people living with and beyond cancer. There are 40,000 nurse vacancies in England and general practice is not immune.

“A proportion of our workforce is planning to retire in the next five years, taking a wealth of skills and experience with them. We need strategies such as the GPN ten-point action plan if we are to future-proof our specialty.”

Other priorities for Marie-Therese include developing good employment guidance around terms and conditions, an area that can be more challenging for GPNs as they are employed by GPs rather than the NHS and do not automatically benefit from national pay deals or Agenda for Change.

Marie-Therese, originally from Birmingham, trained in adult and children’s nursing at London’s Middlesex and Westminster Hospitals. Applying for a position as a GPN may have been prompted initially by a desire for more family-friendly hours, but Marie-Therese had found a career she loved.

“I started working at a practice in a challenging area of inner-city Sheffield. I moved to a university health service for a number of years before returning to the practice to take the lead on sexual health.”

She took a degree in specialist community nursing, qualified as a non-medical prescriber and specialised in sexual health.

She says: “GPNs get to care for people throughout the lifespan. We see a huge variety of conditions and deliver some of the most important UK public health strategies. The joy is in seeing your care having a positive impact on patients’ lives and wellbeing.”

Marie-Therese is excited to be supporting the 50,000 GPNs in the UK in her new role and says: “I will strive to raise their profile and support strategies that demonstrate the value of the GPN as essential in the successful delivery of primary care.”

Words by Erin Dean. Picture by David Gee
Nursing and Theatre Practitioner opportunities nationwide

A career at Spire Healthcare offers excellent education and career development, our nationwide hospitals cover a variety of specialties including Orthopaedics, ENT, Gynaec, Cardiac, General Surgery and Ophthalmics, amongst many others. 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.

We are keen to promote from within the Spire network, so if you are looking for a long-term career with advancement opportunities you will find them at Spire.

Visit our stand

RCNi Nursing Careers and Job Fair, Brighton Sat 5 Oct

For more information contact our recruitment team at:
recruitment@spirehealthcare.com
www.spirelookingafteryou.co.uk

If you’d like an informal chat about present or future jobs with us, are considering a Return to Nursing course, or wish to discuss any aspect of working here, please call our Recruitment Team on 01793 607970 or 01793 607975 or email gwh.recruitment@nhs.net

OR we will be at the RCN Brighton Careers event on Saturday 05th October 2019, Come meet our talented clinical & Careers Team!

Join our team, rated ‘outstanding’ for caring

Make a difference

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For further information about job opportunities, please email nursing@sussexpartnership.nhs.uk or contact Antony Davies on 0300 304 0251.

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Don’t just take our word for it - read some real life stories from our talented team to see how you could change your life for the better right now at https://www.gwh.nhs.uk/working-for-us/or to view our latest vacancies - www.greatnursejobs.net

If you’d like an informal chat about present or future jobs with us, are considering a Return to Nursing course, or wish to discuss any aspect of working here, please call our Recruitment Team on 01793 607970 or 01793 607975 or email gwh.recruitment@nhs.net

OR we will be at the RCN Brighton Careers event on Saturday 05th October 2019, Come meet our talented clinical & Careers Team!
Queen Victoria Hospital is a specialist hospital providing care in burns, reconstructive surgery, maxillofacial surgery, corneoplastic surgery and with expert therapy and rehabilitation services.

We are currently recruiting band 5 theatre nurses to work in our theatres.

Come and see us at stand 22 on 5 October at the Brighton RCN Jobs Fair where we will be available to answer any of your questions and register your interest in working with us.

To find out more about us please go to www.qvh.nhs.uk
Develop your career at Circle Health, an award-winning hospital group

Join our friendly team at our Bath or Reading hospitals. New Birmingham hospital opening in 2020

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Did you know LloydsPharmacy Clinical Homecare can offer you a rewarding career in Nursing?

We offer our valued specialist nurses continuous opportunities for training and professional growth.

If you are an RGN, Oncology or Paediatric nurse we have full time and part time positions available across the UK.

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.

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!

Prison Nursing ‘Open doors to your new nursing career’

We’re recruiting now for Band 5 RGN primary care nurses to work within our prison services in Greenwich, Wandsworth & Kent.

Every day is different for a prison nurse, as you’ll work within varied roles including:

- Physical primary healthcare
- Substance misuse
- Phlebotomy
- Sexual health
- Long term conditions

Oxleas NHS Foundation Trust is the main provider of prison healthcare in a variety of different prisons in the Royal Borough of Greenwich, London Borough of Wandsworth and across the county of Kent, including high security, remand, foreign nationals and women.

To help us deliver our extensive range of services, you’ll be a qualified registered nurse (RGN) with a passion to deliver high-quality clinical care and a commitment to the rehabilitation of offenders. You’ll be self-motivated, have a sound knowledge base and excellent communications skills.

Experience of working within the prison environment is not necessary as full induction and training will be provided.

Applications are welcomed from those currently working within primary care, a physical health environment or substance misuse background. If you can work autonomously, are a good team player and have plenty of initiative when it comes to handling a wide range of situations, then we’d welcome your application.

You’ll be fully supported to develop your Oxleas career further and receive a great package of benefits including free parking and gym access.

Whilst this campaign is focused on RGNs we do also employ RMNs and RNLDs in our prison services so feel free contact us about what opportunities could be available in those fields.

Please contact our head of nursing for an informal discussion at lisa.dakin@nhs.net or apply directly via http://jobs.oxleas.nhs.uk/job/UK/London/London/Oxleas_NHS_Foundation_Trust/RGN/RGN-v2013844-seven Ts=192
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We are a leading independent provider of dialysis services, looking to recruit nurses with varying experience.

We provide a highly structured learning program with opportunities to study at degree and master's level, plus on-going support to attend national and international conferences.

The Company is a Home Office `A' rated sponsor offering relocation assistance.

RN Salaries range from £27,000 to £43,772 depending on experience (matching NHS pay bands). For Band 3 and 4 nurses salaries start at £20,000

Those relocating to take up Clinic Manager and Sister/Charge Nurse posts at Skegness, Poole and North Wales could be eligible for a company bonus of up to £10,000 over an 18-month period

No Sunday working or night duty

35 days paid leave per year (including bank holidays)

Guaranteed opportunity for promotion and salary review after successful completion and consolidation of the renal course

No Agencies

For further information, please all Sue Lambe
+44 (0) 20 7581 3139
Alternatively, please email hr@renalservices.com for an application pack
and specify which position and location you are applying for and the location.

Closing Date: 31st October

www.renalservice.com

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Children’s Long Term Ventilation, Royal Brompton Hospital, London

Clinical Nurse Specialist

Job Ref: 312-RB-PA-6449
Salary: Band 7 £44,347 to £50,549 pa inc HCAS

The Children’s Long-Term Ventilation team are looking to recruit two Clinical Nurse Specialist’s to join our expanding team and to support in the development of an exciting new educational facility.

The new and advance high-fidelity service will support the training and development of parents and carers. The ‘pop up’ facility will form part of the new LTV education service of which this role will be an integral member.

You’ll carry a case load of children on Long-Term Ventilation across London. You’ll also have the opportunity to collaborate with many of the London networks to share best practice, learn new skills and contribute to the wider network days.

We are looking for highly experienced, motivated and dynamic individuals to act as an expert resource, supporting acute and community teams to facilitate the safe and timely transition home for children on Long-Term Ventilation across the region.

For further information or to arrange an informal visit, please contact Leila Holden on: 0207 352 8121 ext. 84415, email: l.holden@rbht.nhs.uk

To apply, visit www.jobs.nhs.uk using Job Ref: 312-RB-PA-6449
Closing date: 31 October 2019
#ShapeYourStory at Barts Health

Whether you would like to gain more experience in a large, busy hospital or work within the community, we are certain to find a role to suit you. We can offer you an excellent package, flexible working, exclusive benefits and the chance to gain unparalleled experience in one of our innovative hospitals.

Barts Health is one of the largest NHS Trust in the UK with over 16,000 staff members providing care to around 2.5 million people across east London and beyond. We operate from four major hospital sites (The Royal London, St Bartholomew’s, Whipps Cross and Newham) and a number of community locations, including Mile End Hospital. We work together as a group of high-performing, innovative hospitals, and live by our ‘WeCare’ values of being welcoming, engaging, collaborative, accountable, respectful and equitable.

Our wide range of services means an equally wide range of career pathways, with opportunities in our internationally renowned trauma team, the largest cardiovascular centre in the UK, the second largest cancer centre in London, an innovative orthopaedic centre, mental health & community services, and one of the largest children’s hospitals in the UK.

The types of roles we offer are:
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- Maternity Care Assistant
- Leadership roles including Ward Managers & Matrons.

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Visit website: www.bartshealth.nhs.uk
See our jobs advertised at: http://jobs.bartshealth.nhs.uk/
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Practice Nurse or Nurse Practitioner - Equivalent to Band 6/7 or above depending on experience

After 22 years of dedicated service our senior practice nurse is changing her career and as such we are looking for an enthusiastic and motivated individual on a part or full-time basis to complement our existing skill mix.

We are a friendly, forward thinking practice with a strong nursing team who deliver high quality care to patients within a safe and efficient working environment. Our main surgery in Dorking and two dispensing branches in Boxhill and Westcott serve a total 11,250 patients.

We are keen to offer support and encourage special interests and personal development of all our staff. We offer an in-house structured education program and would be happy to provide mentorship. Remuneration is highly competitive.

For further details including a job description please contact our Operations Manager, Pernie Barlow on pernie.barlow@nhs.net or 01306 881313 or visit our website on www.dorkingmedicalpractice.co.uk.

Closing date – 18th October 2019

DHU Health Care is a ‘not-for-profit’ CIC providing Urgent Care Services in Derbyshire, Leicestershire & Northamptonshire including Home Visiting, Community Nursing and Urgent Care Centres. DHU also provide the NHS 111 telephone service across the East Midlands.

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Please contact us regarding our current opportunities:
HR: 0300 1000 410 (Option 2)/human.resources@dhuhealthcare.nhs.uk
NHS111 HR: 0300 1000 410 (Option 1) dhu111eastmidlands. humanresources@dhuhealthcare.nhs.uk

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We are looking for Band 5 registered nurses (Child or Adult) to join our Paediatric Intensive Care Unit.

Birmingham Children’s Hospital is part of Birmingham Women’s and Children’s NHS Foundation Trust (BWCH) and is the UK’s leading specialist paediatric centre, caring for sick children and young people. The specialist centre has been rated ‘Outstanding’ by the Care Quality Commission and is the first children’s hospital of its type in the country to receive such an accolade. Based in the heart of Birmingham city centre, the hospital is a world leader in some of the most advanced treatments, complex surgical procedures, cutting edge research and development.

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We offer a wide range of benefits for wellbeing support, access to childcare vouchers and flexible working. So while we are improving, you can too - within a professionally challenging yet exciting environment.

Applications open from 2nd – 25th October 2019

Interview date 12th October and the 9th November

Submit your application by clicking the apply button.

Or search reference 284-STAFFNURSE-19 on NHS Jobs.

For more information on joining our team, please contact:
sharon.quigg@nhs.net (Lead Nurse in Education and Workforce)
joanna.durham@nhs.net (Senior Sister in Education and Workforce)
We are recruiting to a new exciting post Roald Dahl Transition Care Community Nurse Band 7

The Specialist Children and Young People’s Services at East London Foundation NHS Trust are pleased to announce, that in partnership with Roald Dahl’s Marvellous Children’s Charity, we are seeking to recruit a Community Paediatric Nurse to develop this innovative role as a Transition Care Community Nurse Specialist for Young People with special educational needs and complex disabilities (SEND) in Newham, East London.

The successful post holder will have a key role in empowering young people with SEND and their families to transition effectively into adulthood and to provide support, information and practical care during the period of transition. We are looking for a highly motivated and dynamic community nurse with experience caring for young people with SEND. This exceptional nurse would “never do anything by halves” and would be passionate about making a difference to the lives of the young people and their families in Newham.

This is an exciting opportunity, and if you are ready to take that next step with your career, we would love to hear from you. The successful applicant will be eligible to access the Roald Dahl Professional Development Package which will help them develop their career and the service.

For more information about the post, and contact details and closing date, please see our advert on NHS jobs website.
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We invite you to join us on this journey within our friendly, well-established and enthusiastic teams and to enjoy a package of exceptional benefits.

Our two inpatient sites consist of psychiatric intensive care, adult acute, older adults, dementia and a health-based place of safety.

AWP is changing and we have recently appointed new board members including a new Chief Executive, Medical Director and Director of Nursing and Quality who are bringing fresh ideas and embedding clinical quality at the heart of our services.

It’s an exciting time to join us. Our new locality management team champion improvements to our inpatient environments and we have recently developed a number of new nursing roles to support your clinical development pathway.

Benefits include: • generous annual leave entitlement • shift allowance • relocation package up to £8,000 • flexible/part time considered • long service awards • access to NHS pension and staff discount schemes.

Informal enquiries and arrangements to visit welcomed. Please contact Lisa Newman PA to Modern Matron on 01722 820132.

To find out more and apply visit: jobs.awp.nhs.uk and click on ‘Nursing and Midwifery’.

Closing Date: 31 October 2019

We invite you to our Recruitment Open Day on Saturday 9 November from 10am-3pm at Green Lane Hospital, Devizes SN10 5DS.

Mental Health Records Analysts

We know the value experienced nurses can add to Clinical Negligence and Personal Injury cases.

We’re expanding both our in-house and sub-contractor teams. We’re looking for a qualified mental health nurse to join our Cheshire-based team or for freelancers further afield. We’d love to hear from individuals with at least 10 years’ clinical experience - you’ll also need a meticulous nature and excellent grammar.

For more information and to apply visit: www.medicalrecordcollation.com/join-us/

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LONDON COURSES:- OCT 7th, 12th NOV 6th
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Course Content Includes:
- Abuse definition + patterns, Vulnerability, Adults at Risk, Types of Harm, Witnesses, CQC Reporting

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

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

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LONDON COURSES:- OCT 23rd NOV 26th
BIRMINGHAM COURSES:- OCT 23rd NOV 27th
MANCHESTER COURSES:- OCT 29th NOV 21st

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

Medication Administration
(½ Day)

- Deliver, store + dispose of Medication safely
- Uphold user/patient dignity
- Includes relevant and up to date legislation

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4 HOURS CPD

LONDON COURSES:- OCT 9th, 30th NOV 6th, 20th
BIRMINGHAM COURSES:- OCT 8th NOV 5th
BRISTOL COURSES:- OCT 17th NOV 14th DEC 14th
MANCHESTER COURSES:- OCT 2nd NOV 26th

Course Content Includes:
- 8 P’s of Medication Administration, Prescriptions, Errors, Storing + Disposing, Contra Indications

Clinical Record Keeping
(½ Day)

- Perfect your Clinical Record Keeping skills
- Avoid unnecessary negligence claims
- Best practice for clinical evidence

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4 HOURS CPD

LONDON COURSES:- OCT 26th NOV 30th DEC 28th

Course Content Includes:
- Codes + Standards, Ethical Considerations, Caldwell Report, Counter Fraud, Common Errors

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

- Train key staff to deliver Moving + Handling Training
- Accredited by The Association of First Aiders
- Expert training materials provided

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LONDON COURSES:- OCT 2nd - 3rd NOV 27th - 28th
BIRMINGHAM COURSES:- OCT 9th - 10th
MANCHESTER COURSES:- OCT 15th - 16th

Course Content Includes:
- Teaching Methods, Law + ACOPS Guidance, Controversial Techniques, Safe Lifting Techniques

Dementia Awareness
(1 Day)

- Expand your existing knowledge of Dementia
- Reinforce confidence when caring for Dementia patients
- Refresh Dementia care best practice

ONLY £75 (inc of VAT)

7.5 HOURS CPD

LONDON COURSES:- OCT 29th NOV 13th DEC 11th
BIRMINGHAM COURSES:- OCT 11th NOV 8th

Course Content Includes:
- Anatomy of the Brain, Types of Dementia, Symptoms + Behaviours, Early Diagnosis

Venepuncture + Cannulation (1 Day)

- Refresh most commonly practised invasive procedure
- Theory + simulation learning
- Includes latest compliance changes + legislation

ONLY £95 (inc of VAT)

6.5 HOURS CPD

LONDON COURSES:- OCT 5th, 16th, 22nd, 30th
BIRMINGHAM COURSES:- OCT 9th NOV 14th
BRISTOL COURSES:- OCT 17th NOV 14th DEC 14th
MANCHESTER COURSES:- OCT 23rd NOV 14th

Course Content Includes:
- Practicabilities of the Procedure, Equipment, Anatomy + Physiology, Complications, Infection

Mental Health Awareness
(1 Day)

- Identify signs, triggers and effects of Mental Health
- Understand causes, symptoms + treatment
- Provide high standard of support for patients

ONLY £75 (inc of VAT)

7 HOURS CPD

LONDON COURSES:- OCT 10th NOV 18th DEC 12th
BIRMINGHAM COURSES:- OCT 8th NOV 12th
MANCHESTER COURSES:- OCT 5th NOV 1st

Course Content Includes:
- Types + Causes, Support + Referrals, Discrimination + Stigma, Treatment + Medication

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