



WE HAVE BEEN HEARD

MEMBERS IN NORTHERN IRELAND CONSIDER
OFFER FOR PAY PARITY AND SAFE STAFFING



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

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Staffing levels survey: tell us about your last shift

You've got until 16 February to complete our survey about staffing levels. We'll use the results to fight for better working conditions and improved patient care. Dame Donna Kinnair, RCN Chief Executive & General Secretary, said: "We want to hear the personal experiences of nursing staff, wherever they work, so we can get a real insight into what it's like providing care in our health and social care system today."

The survey is a repeat of one we ran in 2017 which had over 30,000 responses. It aims to create an updated picture of the conditions you're working in, to influence decision-makers about what needs to happen to support nursing staff and improve patient care. Take the survey at tinyurl.com/rcn-staffing-levels-survey

Guernsey members could strike next

Nursing staff working on Guernsey will soon vote on whether to take industrial action as part of their campaign for pay equality with other public sector workers on the island. The ballot will run from 10 to 28 February.

A dispute tribunal is currently underway, and the RCN remains open to discussions. But Patricia Marquis, RCN Director for the South East, said progress on pay negotiations to date have left members with no choice. "Members want equal pay for work of equal value. They don't feel valued, they feel demoralised and some are seriously considering whether they even stay nursing on Guernsey now. The States need to listen to our concerns and engage fully to agree a resolution."

Lack of Welsh government support for statutory workforce planning 'gravely disappointing'

A vital chance to make workforce planning part of the legal duty on health boards in Wales to provide quality care has been missed. The RCN along with the BMA and six other Royal Colleges supported amendments tabled to the Health and Social Care (Quality and Engagement) (Wales) Bill but they were dismissed by the health minister last month.

RCN Wales Director Helen Whyley said: "The Welsh government must listen to nurses' concerns that quality services can only be achieved with the right levels of skilled staff in the right places."

NMC STANDARDS



New film promotes coaching approach to practice supervision

The way nursing students' work is overseen is changing following the launch of new NMC education standards. Mentors are being replaced by practice supervisors, practice assessors and academic assessors.

To help members with this transition, the RCN has created multiple resources, the latest being a short animated film that explains how practice supervisors can use a coaching approach in their conversations with nursing students.

Watch the film and access other resources at tinyurl.com/practicesupervisionvideo



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Nurses are undervalued because they are mostly women, new study finds

A new study commissioned by the RCN shows that nursing is undervalued in status and pay, and that until both are enhanced, the UK will continue to experience severe nursing shortages.

The study, conducted by researchers at Oxford Brookes University, argues that the old-fashioned view that caring is a feminine characteristic still persists and that this has contributed to the suppression of nurses' wages and working conditions.

Nine out of 10 nurses in the UK are women. Their average pay is £15.42 an hour, which is less than a third of that of doctors and dentists. The study's authors argue the dire shortage of nurses should have forced an increase in wages to meet demand, but because most nurses are women, the profession continues to be undervalued.

RCN Senior Research Lead Rachael McIlroy said: "This report is an important step in challenging and changing perceptions about nursing. We hope it will spark a conversation about the critical role played by the largest health care occupation and how we better value it in terms of status and pay."

Download the report at rcn.org.uk/publications (code 007 954).

Have your say on how the RCN is governed

An email survey will be sent to you later this month asking for your views on the RCN's governance arrangements. It's part of an independent review being led by the Centre for Public Scrutiny. The review aims to ensure members have good oversight of our strategy and the process for key decisions and have the opportunity to shape the organisation. The review was called for by members at RCN Congress in 2019. Find out more at rcn.org.uk/governance-review

Members consider pay offer after strike action suspended



Our historic strikes in Northern Ireland have led to an offer to restore pay parity and improve nurse staffing levels

Members working within Health and Social Care (HSC) services will vote on whether to accept an offer to restore pay parity and improve nurse staffing levels after historic strike action saw the Northern Ireland Executive reform following three years of inactivity.

RCN strike action was suspended following receipt of a detailed offer from Health Minister Robin Swann. It proposes putting pay on a par with nursing staff working for the NHS in England and makes a series of commitments on safe nurse staffing.

Members will receive a consultation document outlining the full pay offer and will also have access to a pay calculator developed by the Department of Health.

Proposals for safe staffing include an additional 300 nursing students per year over the next three years and the

restoration of the post-registration nursing and midwifery training budget to its previous higher level, adjusted for inflation.

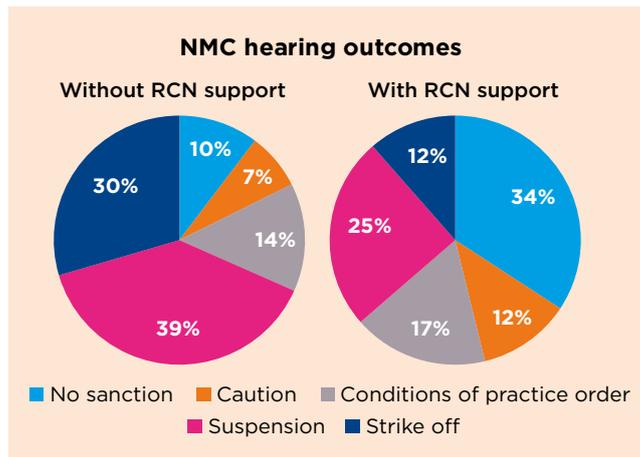
There is also a commitment to not freezing nursing vacancy posts until all posts have been filled and the implementation and funding of the *Delivering Care* initiative, which the RCN helped develop.

Workplace meetings across Northern Ireland are now planned to enable members to ask questions about the offer.

Pat Cullen, Director of the RCN in Northern Ireland, said: "From the outset of this process, the RCN has given a commitment that we will not sign up to anything without consulting members. This is your opportunity to have your say."

The consultative ballot of members will close on 21 February. Visit rcn.org.uk/northernireland to find out more.

Evidence shows better NMC outcomes for RCN members



Last year, we supported more than 1,400 members who'd been referred to the Nursing and Midwifery Council (NMC). We've been analysing the outcomes and, as with previous years, the evidence shows that compared to non-members, nurses with RCN support are more likely to see a better outcome in NMC cases.

© For legal advice and support, call 0345 772 6100 or visit rcn.org.uk/get-help/legal-help

RCN Head of Legal (Regulatory) Roz Hooper said: "We know that this can be a horribly distressing experience for nurses, so we're delighted to help our members with putting forward their best case to the NMC."

"Overall, RCN members are less likely to end up at a hearing, less likely to be struck off, and more likely to receive no sanction. Even more importantly, figures show that a smaller proportion of RCN members are involved in NMC cases than non-members in the first place. This shows that being a member of the RCN, and having access to our support, such as RCN Direct and workplace reps, has some protective effect, which is the best result of all."

The pie charts (above left) show the difference support from the

RCN can make when a case does reach a panel hearing. With help from RCN legal services, members are more likely to demonstrate that they're fit to practise and remain on the NMC register.

As well as supporting members with NMC referrals, the RCN's specialist in-house lawyers cover all aspects of employment law, DBS issues and inquests. The RCN also supports members with personal injury claims, wills and other legal advice.

Last year, RCN members across the UK were awarded more than £5m in personal injury compensation and more than £1.5m in employment compensation. Turn to page 13 to hear from a member who received RCN support and more than £6,000 after experiencing race-related harassment at work.

Develop the skills to fight antimicrobial resistance

Our popular infection prevention and control programme is being expanded to two new locations this year. Booking is now open for a course starting in Cornwall in July and one in Birmingham in September.

The programme provides essential training to prepare people and organisations for the current and future challenges arising from antimicrobial resistance. It will help you develop clinical and leadership skills through a unique course of learning and its application to practice.

RCN Professional Lead for Infection Prevention and Control Rose Gallagher said: "Nurses have paved the way as clinical leaders in the prevention and management of infection, and this course responds to their educational needs now." Find more information about the programme at rcn.org.uk/ipc-module

We've reached 100,000 signatures!



Thanks to you, more than 100,000 people have signed our petition calling on the government to urgently fix the nursing workforce crisis in England. This is a fantastic result and we're looking forward to taking our petition to the heart of government in the coming weeks.

In the meantime, please continue to spread the word about the nurse staffing crisis and consider becoming an RCN e-campaigner. You'll get a monthly email with a quick and easy online action to take to help ensure we have safe staffing levels in England. Visit rcn.org.uk/safestaffing/england

The big picture



Dogged determination on the picket line in Northern Ireland makes ministers paws for thought on pay parity and safe staffing.

MEET THE MEMBER



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

Name: Olatunde George
Role: Nursing student (third-year mental health)

Describe your job in three words:
Busy, challenging, steady.

How did you get where you are now? By chance. Someone told me a local medium secure unit needed HCAs. After 10 years working there, I decided I had enough experience to train to be a nurse.

If you weren't doing this, what would you be doing? I have a business degree but a part of me has always wanted to care for people.

What item can't you do without at work? Coffee.

What's the best bit about your job? Going home knowing I've made someone's life a bit better.

How do you unwind? Mindfulness and I also enjoy photography.

If you could have a superpower what would it be? Making everyone well.

What's the best lesson nursing has taught you? That if you give out a good attitude, you will be treated well.

rcn.org.uk/myrcn



PATIENT PERSPECTIVE



Sean explains why he supports nursing staff who went on strike in Northern Ireland

My daughter Eimear died in June 2019 following complications from a stem cell transplant. I think families who've been through something like we have appreciate nurses more than anybody.

When Eimear was first diagnosed with cancer she was living in Leeds. She moved back to Belfast when the cancer returned for a second time.

Eimear was always such a positive person and because of that she developed a great rapport with the nurses wherever we were. The nurses in Leeds, and in Dublin, where Eimear received her stem cell transplant, were fantastic. The nurses in those hospitals nursed. But in Belfast, the nurses nursed, they cleaned, they cooked, and they counselled.

The nurses were always short-staffed and so busy but if you were having a bad day, they'd still say: "Let's take two minutes". They'd get you a cup of tea, talk you through it, hold your hand and give you a hug. How could I have not gone and stood on that picket line after the support those nurses have given my family?

It's not about the money – although that's an important part. Nursing staff believe patient safety is being put at risk and I've seen it first-hand. There aren't enough nurses on the wards. It's hard enough doing a night shift but doing one without the support you need must be a real source of anxiety. I have nothing but admiration for those nurses.

At Eimear's request, Sean is continuing to campaign for people to sign up to become stem cell donors and is raising money for three charities. Find out more by visiting "Eimear's Search" on Facebook.

THE VIEW FROM HERE



Jincy Bilgy
Nursing sister

When I get home from work, my son often asks how my shift was and whether I managed to have a break. It's a reminder of the challenges we're all facing, with staff shortages and busy workloads making it harder to prioritise our own wellbeing.

As part of a development course, I started a project with colleagues to help staff look after themselves better, and specifically to drink more water. We know dehydration can cause headaches and negatively affect our health, so it's really important to find the time to drink.

We set up convenient but discrete hydration stations on all wards and gave everyone a free re-usable water bottle, including space to write their name. The bottles can be stored easily at the stations, making them easy to grab, even when shifts are very busy.

Though I've never had much involvement with the RCN as a member, our *Think 2 Drink* project spurred me to contact my local office. Staff there were delighted to help as our work links closely with the RCN's *Rest, Rehydrate, Refuel* campaign. They gave me leaflets to use and posters to display in toilets, encouraging staff to check the colour of their urine to see if they might be dehydrated. Local RCN reps have also helped to promote the project, making it a success. I think staff feel better, morale has been boosted and staff sickness has been reduced.

rcn.org.uk/rest-rehydrate-refuel

What you've been saying

Achieving goals

Today I picked up my nursing blues. I welled up because of how hard I have worked for this uniform. Five years of college and university and all the ups and downs that occur when training. I had one goal – to become a nurse. Trying my uniform on for the first time, I promised myself I will never lose my bedside manner; I will always be safe; I will always deliver exceptional care to the best of my ability and be a good team player.

[Danielle on Facebook](#)

Retirement reminisces

I appreciate receiving a copy of *RCN Bulletin*; it keeps me informed of activities in our profession. It's been many years since I retired. Among other appointments, I worked at the Department of Nursing Studies, University of Edinburgh when the nursing degree was introduced in 1966 – the first in Europe. I was also co-author of a popular text book at the time, *The Elements of Nursing*. It's interesting that 2020 has been designated

International Year of the Nurse and Midwife; some special action perhaps?

[Winifred by letter](#)

Moving with the times

Surely *RCN Bulletin* should be doing its bit for the environment and spending our money more wisely by going digital like the rest of us? Well done for doing away with plastic bags, but you need to go further. Having just looked at *RCN Bulletin* online I was impressed with the ease of reading and presentation. Please change to email.

[Caroline by email](#)

Thanks for the feedback Caroline. You can now choose how you'd like to receive *RCN Bulletin* by changing your contact preferences at rcn.org.uk/myrcn. A full digital version of the magazine is hosted at rcn.org.uk/bulletin and we send an email to members with links to online content each month.

[Kim Scott, Editor of RCN Bulletin](#)

QUOTE OF THE MONTH

“ We should never have allowed our nurses to be pushed to a point where industrial action was the only thing they saw as an option as to how they get the message across

New Northern Ireland Health Minister Robin Swann speaking about the recent strike action for safe staffing and pay parity in Northern Ireland

FOUR THINGS TO DO IN JANUARY

1. Book your free place at the largest nursing conference and exhibition in the UK: rcn.org.uk/congress
2. Tell us about staffing levels where you work before the deadline of 16 February: tinyurl.com/rcn-staffing-levels-survey
3. Nominate a nursing colleague for a prestigious RCNi Nurse Award: rcni.com/nurse-awards
4. Become an RCN e-campaigner and help raise the alarm about the nurse staffing crisis in England: rcn.org.uk/safestaffing/england

HOT TOPIC



The new RCN Library and Archive exhibition is exploring the history of emotions in nursing. We asked our followers on Twitter: Which three emotions do you associate with nursing and why?

Humility – because you will always feel like you could do more, even when you've done everything.

Frustration – from advocating for every single person, even when it's a losing battle sometimes.

Heartache – for those who are alone, and afraid, and you're just too busy. [@STJTurnface](#)

Humbled – by being invited into children's and families lives at their most vulnerable.

Passionate – about improving clinical practice and upholding children's rights.

Fortunate – for the diversity and breadth of my role as a consultant nurse. Who knew I could achieve all this in nursing? [@anniecox01](#)

Privileged – I always feel being a nurse is a privilege, that people take the risk to trust you, allow you to be there and help at their most vulnerable.

Energised – It's such a broad and creative profession. There's an energy to keep being curious, learning, finding out. And proud. [@KirstyBrant](#)

Passion – because it provides an interesting, challenging and exciting career.

Empathy – and the insights being with people can bring.

Joy – most of the time. [@annahLittleRN](#)

Proud – I am a practitioner in the most trusted profession and I've fulfilled my ambition to become a nurse.

Compassion – having care and empathy for those we provide a service for and work with.

Tired – it's emotionally and physically demanding. Shift patterns have an influence too. [@jomwlever](#)

Community matron Julie talks about the challenges of district nursing in rural areas

I lead a district nursing team in the north of England, delivering care to a practice population of approximately 7,000 people across 1,200 square miles. We face some challenges trying to access the right care packages to enable mostly older patients to stay at home.

Often, our patients have to go into emergency respite care because care providers find it difficult to support some people in very rural areas. If a patient's stay in hospital or respite care is prolonged, they can quickly lose their independence. This can have a psychological impact, with a greater risk of depression, loss of confidence and self-esteem.

The NHS Long Term Plan sets out aims to provide more care in the community but with the issues around home care provision in remote areas, this seems unrealistic in rural communities. We

need increased access to therapists who can work directly with patients, so they don't have to go into hospital when they don't need to. There are other challenges too, such as poor technology and internet access, which can affect our efficiency.

Nursing staff in rural areas across the country are experiencing the same issues. I consider myself lucky to be part of a dedicated team, which includes social care colleagues, that can identify when patients need our input early and be as proactive as possible to prevent people needing to leave their homes to receive care.

At RCN Congress 2019 members agreed we should lobby governments across the UK for better rural health care provision. We're asking members to share their own experiences of working in rural areas to help us shape this work. Send your story to rosalind.stainton@rcn.org.uk

MESSAGE TO MEMBERS



Pat Cullen
RCN Northern Ireland Director

Nursing staff in Northern Ireland will not forget the beginning of 2020. In what should have been the start of a year of celebration, instead we began the year preparing for yet more strike action in an attempt to be treated equally. We weren't asking to be treated any better – or worse – just equal.

This has been a long and difficult road but following the unprecedented decision to take strike action, our members finally have something concrete to consider in relation to both pay parity and safe staffing. The progress since the restoration of the Northern Ireland Assembly and Executive is testament to having political leadership in place following three years of standing still.

We firmly believe this movement towards a better and more sustainable health and social care service is because the voice of nursing not just spoke up but was heard.

I am immensely proud of the determination nurses have shown to improve conditions not just for nursing staff, but for patients who have been subjected to longer waiting lists and delayed care for long enough. This dispute always focused not just on pay, but on ensuring that we have the right numbers of nurses in the right places, to provide the care and treatment required. The public have been right behind us (see page 5).

It is now up to RCN members in Northern Ireland to examine the offer on pay and safe staffing in detail and make their decision, but we have come a long way from where we were just a few weeks ago.

rcn.org.uk/northernireland



8 FEATURES



Get that interview

RCN careers coach Julie Watkins considers how to make the best first impression on a potential new employer

Your supporting statement

Employers use the information in supporting statements to shortlist candidates, so make it easy for them to see that you have the relevant skills, knowledge and experience for the job.

Allow yourself plenty of time to write your statement and use the information you have to get the statement right. Always refer to the job advert, the person specification, the job description and any information you have on the company or organisational values.

Think of the person specification as a checklist for your supporting statement. Candidates who demonstrate they are the best or closest match will be the ones shortlisted for the next stage of recruitment.

Make sure you...

Include an introduction. A strong, punchy and meaningful introduction to start your supporting statement can

engage the reader, encouraging them to want to find out more.

Get the order right. Write your supporting statement so it follows the same order as the person specification as much as possible.

Use headings. These will make it clear what part of the person specification you're addressing and will make life easier for the person shortlisting. It will also help avoid the risk of them accidentally missing something.

Give examples. Most health care employers want to see practical examples or evidence that show you meet the criteria and competencies outlined in the job advert and person specification. Wherever possible, make your examples directly relevant to the duties, responsibilities or tasks listed in the job description.

For more information, visit rcn.org.uk/job-applications

Your CV

Have an up-to-date CV to present to prospective employers at job fairs and to send speculatively to employers who you'd like to work for. Remember:

- tailor it to the role you're applying for
- be concise (no more than two pages)
- include a key skills and achievements section
- check your spelling and grammar.

Take a look at sample CVs for nursing staff and students at rcn.org.uk/cv-writing, where you can also find details on our CV feedback service.



8 seconds

is the average time an employer spends reading a CV.

Make sure yours stands out from rival candidates

Visiting a potential employer

Arranging an informal visit can help you get real insight into the workplace you're considering and help you work out if this is the right role for you. It's also a way to build and develop new networks, contacts and rapport with staff who could potentially interview you.

However, you need to be prepared to visit; research the employer and prepare questions or issues to talk about. Consider what you want to get out of

the visit and specifically which setting or area you want to spend time in.

Remember that even though it might be called an informal visit, the employer will be watching carefully to see how you conduct yourself. Simple things like thanking someone for showing you around, holding the door open for others, or smiling at patients, can make a big difference.

Visit rcn.org.uk/informal-visits for more information.



TOP TIP

Want feedback on your CV? Have it checked for free by our team of expert careers advisers. Email it to career.service@rcn.org.uk, along with your full name and membership number or postcode. Please include a brief summary of your current career situation and what types of roles or areas of practice you're interested in. You can also get feedback via telephone coaching. Phone 0345 772 6100 to book an appointment.

rcn.org.uk/careers

Back to a safe place

Jess is pushing for the law to be changed in Scotland, so victims of sexual assault are better supported, and nurses play a bigger role in collecting and presenting forensic evidence



When Jess Davidson qualified as a nurse 23 years ago, she didn't foresee a career in forensic nursing, nor did she imagine fighting to change the law around rape and sexual assault in Scotland.

Having started out in A&E, cramming in shifts to support her young family, it was witnessing the impact and causes of trauma that spurred her to switch to mental health and then custody nursing.

Now an RCN fellow, Jess is not only on the frontline collecting forensic evidence for the courts in Lothian, where she works. She's also at the forefront of fundamental changes in the way evidence is collected in Scotland, particularly in rape and sexual assault trials.

Working as part of the national implementation group for custody and forensic health care, she's pushing for a law which would

put nurses' evidence on a legal par with that of doctors. If things go to plan, and draft legislation going through the Scottish parliament gets passed, the health and wellbeing of the person being examined will also be on an equal footing with gaining crucial evidence. The ground-breaking proposals would mean someone who had been a victim of rape or sexual assault could be examined and evidence collected immediately after the incident, without having to report the alleged crime to the police: a change Jess sees as vital.

"If a person can be examined in complete confidence, without having to go through the traumatic experience of giving police statements, you can start to build a therapeutic relationship and begin the process of recovery," she says. "Having already gathered the evidence, you can then work with, and help, that person."

“

We look at the bigger picture, the need to care for people holistically, and not just collect evidence

Expanding the nurses' role

As a senior clinical forensic charge nurse with the South East Scotland Custody Healthcare and Forensic Examination Service, Jess works as part of a team that covers eight primary centres. Following a secondment she did seven years ago to build a new model of care for forensic nursing and expand the nurses' role, 97% of the custody work in those centres is now done by nurses.

That work includes taking blood samples from drivers who are under the influence of drink or drugs, assessing people for a mental health problem or learning disability, and deciding whether a person is too tired, drugged or drunk to be seen by a court.

While her practice has evolved over the years, Jess has never lost sight of her roots in A&E. When a recent forensic examination was interrupted because the woman's children were being taken into care, Jess reflected on her response to the woman's instinct to leave immediately.

"Previously I may have said 'you mustn't leave', keen to make sure I got the evidence. But now we look at the bigger picture, the need to care for people holistically, and not just be driven by the forensic imperatives. It reminds me of being in A&E, helping with the shock and trauma after a road traffic accident, as well as the injury. I'd maintain eye contact, keep them with me. It's about bringing someone back to a safe place. This work is just the same."

🕒 Jess is one of 17 case studies in an RCN report which demonstrates how nursing helps to achieve the United Nations sustainable development goals. This is being published as part of our celebrations for International Year of the Nurse and Midwife.

Picture by Elaine Livingstone courtesy of the Queen's Nursing Institute Scotland

What makes the perfect nurse?

Our new exhibition explores how expectations of nurses have evolved over 150 years



Inside the RCN's London headquarters, three stained glass windows illustrate the emotions that, 100 years ago, were associated with nursing: faith, fortitude and love.

But over in the RCN Library and Heritage Centre, three new windows (pictured above) have just been unveiled. Created by artist Rachel Mulligan, with input from RCN members across the UK, they depict nursing today.

"The windows show the complexity of nursing: how the clinical and technical expertise and the emotional side of nursing are not separate," says Sarah Chaney, RCN Events and Exhibition Manager and Research Fellow at Queen Mary University of London (QMUL).

They're part of the RCN's latest exhibition, *Who Cares? A History of Emotions in Nursing*. "Through history, one of the biggest problems in nursing is that the emotional side has just been assumed, and not really acknowledged in terms of training, support or pay," Sarah explains.

"It's an invisible part of the work, which we wanted to recognise."

The exhibition looks at the emotions around six themes – birth, death, romance, faith, war and protest. It spans 150 years, drawing on research from QMUL's Centre for the History of the Emotions, funded by the Wellcome Trust.

Being ladylike and obedient

In the late 19th century, nursing was being defined. "The nurse was seen as someone responsible for maintaining order, but also themselves being obedient," Sarah says. Upper-class "lady" nurses, such as Florence Nightingale and Ethel Bedford Fenwick, described the ideal nurse in class-based terms. "They tended to assume that if nurses behaved more like ladies, they would be better nurses," Sarah says. "Nightingale would emphasise punctuality and looking clean, orderly and tidy."

Religion also played a role. Nightingale's Bible is on display in the exhibition, while Fenwick claimed that those who treated

nursing as just a job were neglecting their patients' souls.

During the First World War, courage became a highly prized emotion and Edith Cavell "was celebrated for being completely calm and keeping a stiff upper lip."

Sarah's research focuses on the General Nursing Council's efforts to "purify the profession" by striking nurses from the register between 1922 and 1936. Illegitimate children, divorces or affairs could end a career. "They saw a nurses' sexual indiscretion as putting a bad light on the profession," she says.

Following the Second World War, there was a drive to recruit young women with adverts that connected nursing with motherhood. Soon, the need for NHS efficiency meant the importance of expert clinical practice overtook visions of maternal instinct. But by the 1980s, nurses came to be seen as advocates, balancing their patients' clinical and emotional needs.

It's only in recent years that the emotional needs of nurses themselves have been highlighted. This came out clearly during research workshops with RCN members. Sarah says: "A primary theme was the conflicts between expectations and time and capacity. There was a lot of talk about wellbeing and finding ways to manage your emotions."

The toll of dealing with life and death situations while remaining strong under tough working conditions is becoming clearer. Perhaps over the next 150 years, the emotions nurses feel will become just as crucial as those they're expected to display.

“

It was assumed that if nurses behaved more like ladies, they would be better nurses

📍 The exhibition is on at the RCN Library and Heritage Centre in London until December 2021. To find out more and view the exhibition online, visit rcn.org.uk/emotions-exhibition

Words by Rachael Healy. Picture by Justine Desmond

Beyond the bedside

What can we learn from American nurses growing a national movement to improve working conditions and protect patient safety?

Back in 1992, nurses in California were at a crisis point. Unsafe staffing levels, excessive workloads and challenging conditions had pushed them to their limit. Unable to provide the care they joined the profession to deliver, they chose to fight back, taking on the systems that had created the catastrophe.

Working as a union, they crafted legislation, got the support of patients, and built a campaign for safe nurse staffing that became formidable. They kicked off a revolution for safe patient care and in 1999 California became the first place in the world to pass legislation that puts a limit on the number of patients a nurse can care for at one time.

What was the key to their safe staffing success?

A strong organising model and a strategy to recruit and train nurses as local leaders to drive their campaign from the ground up, says Michelle Mahon, a nurse and lead nursing practice representative for National Nurses United (NNU), the organisation that grew out of the California Nurses Association, which secured the legislation.

“Winning that victory was no accident,” she says. “It was the result of sustained and targeted action led by frontline nurses driven by the need to advocate for their patients. We hired community organisers to support and harness the power of our members. We created a sense of urgency, capturing, using and amplifying the emotion underpinning the need for safe nurse staffing.”

Why should we care?

Well, we’re on our own mission to equip our nursing community to drive change, including securing safe staffing legislation in every part of the UK. Though Wales and Scotland are on the path, with laws being implemented, Northern Ireland is on its own journey (see page 3) and successive governments have so far been reluctant to accept that a law in England is needed.

This time last year we launched our safe staffing collaborative for England – formed of RCN members, reps and staff – to drive our campaign from the ground up. We’ve achieved a huge amount together, but effective influencing takes continual effort and we’re constantly seeking new strategies. That’s why last month, Michelle and her colleagues from NNU crossed the pond to share their experiences and reveal more about their organising model.

“It’s about creating the conditions that are the antidote to apathy,” says Gerard Brogan, a British nurse working in California who’s been central to the development of NNU. “We know we can’t be effective nurses if we can’t be effective advocates, and that advocacy needs to go beyond the bedside. Organising is about building strong networks and leaders within the workforce, educating nurses about how they can influence politically and building their confidence to challenge what they know is bad for nurses and bad for patients.”

What happens now?

We’re currently discussing plans to use elements of NNU’s approach to organising and will continue to seek advice from them in our campaign for safe nurse staffing. If you want to know more about that campaign, and get involved, visit rcn.org.uk/safestaffing

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We know we can’t be effective nurses if we can’t be effective advocates



READ MORE ONLINE

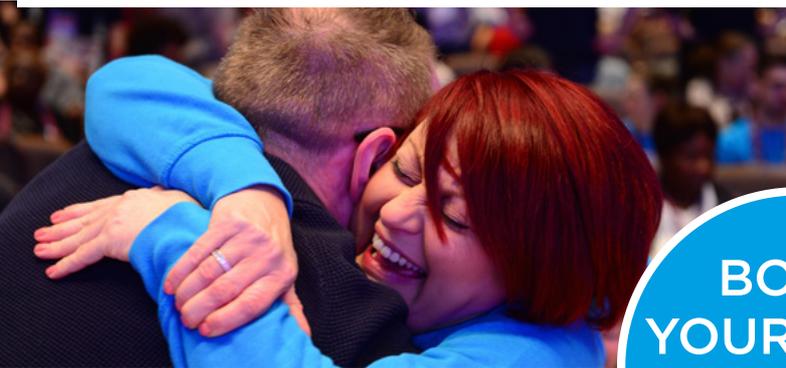
rcn.org.uk/bulletin

See nationalnursesunited.org for information about NNU.

Words by Kim Scott.
Picture supplied by National Nurses United



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Race-related harassment: we'll help you fight back

Rahul* had been the victim of religious and race-related harassment at work for more than two years. When things came to a head, he sought support from RCN legal services and received more than £6,000



“The person I sat next to at work had been making derogatory comments about my race and religion for a long time,” says nurse Rahul. “It was often dismissed as banter. But it wasn’t banter at all.

“One day at a team lunch, this person said some very explicit and offensive things which were directed at me and my religious beliefs. Everyone felt uncomfortable and my line manager reported the person to HR.”

Rahul decided to take out a formal grievance and phoned RCN Direct for advice.

“They put me in touch with a lawyer from RCN legal services,” he says. “My lawyer was amazing right from the start. They explained everything really clearly and told me what would happen at each stage. They also gave me lots

of options, and made suggestions, but I made all the decisions myself.

“I felt very supported, which is so important when you’ve decided to take the daunting step of pursuing legal action. I’d carried two years of hurt and it was emotional. I felt uncomfortable sitting next to the person who’d caused that.”

Returning to work

Rahul’s grievance was successful, and the RCN lawyer assisted him with securing a settlement. He received an apology from the person who had been harassing him and was awarded more than £6,000 through the ACAS early conciliation process.

The perpetrator had to undertake training and the issue was raised with the organisation’s equality and diversity board so lessons could be learned.

Rahul, who needed to take two months off due to anxiety and stress, was able to return to work with a structured support plan in place. He is no longer sat next to the person who made his life miserable for so long.

“For me, the money wasn’t the priority although it was phenomenal to receive that amount,” says Rahul. “The apology was the most important thing, as well as being able to return to work without feeling at risk of being bullied. I wanted closure on the matter on a personal level, but I also wanted my employer to recognise the need to protect people from this sort of harassment.

“The support I received from the RCN was fantastic and the communication from my lawyer was second to none.”

“

The apology was the most important thing, as well as being able to work without being bullied

**The member’s name has been changed.
Words by Zara Davies*

Do you need legal support?

The RCN has the largest in-house specialist legal team of any union or professional body in the UK.

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ECHO chamber: sharing best practice in palliative care

Nigel's using teleconferencing technology to help train clinically isolated staff



Nigel Dodds, a consultant nurse and member of the RCN Pain and Palliative Care Forum, has worked in palliative care for 25 years. He currently leads a team of clinical nurse specialists at St Christopher's Hospice, delivering end-of-life care to people in their own homes in south-east London.

During his career, Nigel witnessed the potential for nurses administering end-of-life care to feel isolated and lose out on opportunities for training and sharing best practice. "Delivering regular education is a challenge," he says. "We needed an approach that was more user-friendly, enabling people to receive education in their base, to maximise time and reduce obstacles."

Now, technology has provided a solution. Project ECHO is a system created by an American liver specialist to upskill doctors and nurses in remote areas. It uses Zoom, a teleconferencing

tool, to connect health care professionals in different places for group learning sessions. In each session, a specialist gives a presentation to the group. Two participants then share real-life case studies, looking to their colleagues for advice.

Creating a virtual community

"It's about democratising learning," Nigel explains. "By involving everybody in discussions, everybody recognises that they've got knowledge and skills to share with one another. It also helps to break down barriers: with everyone seeing each other on screen, you develop this real sense of community."

The system was introduced here by Hospice UK, but now nurses such as Nigel are leading their own virtual groups. "I'm working with district nurses across the borough of Lewisham," he says. "We held a big meeting with all

“

By involving everybody in discussions, everybody recognises they've got knowledge and skills to share

of them and said: 'It's difficult for you to get education regularly because of where you're based and clinical commitments. Why don't we deliver education in a different way?'

Nigel asked the district nurses to come up with 12 topics they'd like to explore. "Last week, we had a session on dementia care," he says. "Someone from the mental health charity Mind presented. Then two of the district nurses in different parts of the borough presented a case study of a patient who had dementia and the challenges of looking after them. We then threw that out to the group. There were 45 people all located remotely who discussed how they would've managed that case, what they learned, and their advice."

As the nurses have got to know one another better, trust has grown. "People have been braver about presenting problems," Nigel says. "They want to hear from colleagues about how they might have managed the case."

Virtual sessions are recorded and stored in a library for project members. Nurses can re-watch particularly useful sessions, or catch up if they miss one.

Nigel is now looking to expand Project ECHO to palliative care clinical nurse specialists across the whole of south-east London, and do more work with care home staff. "There are already national hubs connecting people in different parts of the country," Nigel says. "Geography is no problem."

🔗 Find out more about the Pain and Palliative Care Forum at rcn.org.uk/forums

Words by Rachael Healy. Picture by Gareth Harmer

IN THE SPOTLIGHT



Neuroscience Forum

Who's the chair?

Debbie Quinn is the new chair of the forum, taking on the role last month. She's been a forum member since 2013 when she was working as an MS specialist nurse and wanted to share her expertise with the neuroscience nursing community.

Recent highlights?

The Neuroscience Forum has worked with the Motor Neurone Disease (MND) Association on the last three annual Hawking lectures. In 2019, Professor Christopher McDermott presented the latest evidence around supporting people living with MND. The next lecture will take place this November.

What's coming up?

Debbie and the forum committee are keen to contribute to the professional study sessions at this year's RCN Congress. As well as Debbie taking

up a new role, the committee has also welcomed a number of new members and they'll all be working to refresh the forum's webpages and get nursing staff engaged on social media.

Why join?

Debbie says: "It's the ideal opportunity to join now. We want to help move neuroscience nursing forward and we know things are changing – the specialty is attracting more attention than ever, as we see more people diagnosed with neurological conditions. Working in a specialist role can feel isolating, so it's good to be part of a forum where people can support one another, and discuss and share ideas."

Join the Neuroscience Forum at rcn.org.uk/forums

Find them at [facebook.com/groups/RCNNeuroscienceForum](https://www.facebook.com/groups/RCNNeuroscienceForum) and on Twitter [@NeuroNurseForum](https://twitter.com/NeuroNurseForum)

WHAT I'M THINKING



David Smith Emergency Care Association

The RCN's urgent call for safe staffing legislation in England continues. As the new chair of the Emergency Care Association, I want to highlight the specific challenges faced by nursing staff working in emergency care settings.

The winter period is a particularly challenging time; figures released by NHS England last month revealed the worst performance on record. We know that nurses are regularly having to tend to patients in non-designated clinical areas, such as corridors, waiting rooms and store rooms. Last month, the Emergency Care Association launched a survey to find out exactly how bad the situation has become.

We'll use your vital input to keep pushing for safe staffing. Having to provide care to patients in corridors and on trolleys in overcrowded emergency departments is not what we came into nursing for. It's not just undignified for patients, it's also often unsafe. Staff from across the NHS are reporting having to work in corridors, but this problem isn't going to go away unless we can increase the number of nurses in the health service.

We need more staff not just in emergency departments, but also on hospital wards so that more beds can be opened, and in the community so that patients can be saved from going to hospital in the first place.

rcn.org.uk/safestaffing

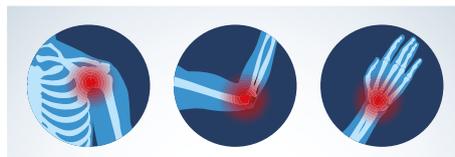


Award for rheumatology expert

Diana Finney has received an award from the British Society of Rheumatology (BSR) for her work leading the RCN Rheumatology Nursing Forum Committee in developing a national competency framework for rheumatology nurse specialists. Diana also consulted other experts to create a tool that helps rheumatology nurses advance their practice and sets UK-wide training standards.

"We're excited that the BSR has awarded us this prize," Diana says. "It's a reflection of the need for the framework that it's been received so positively."

The framework aims to support the career development of registered nurses from novice to expert, making sure specialist skills and knowledge are consistent across the country. Diana was also keen to focus on patient needs, by involving



them in the work. The forum committee has now put forward a proposal to evaluate the framework's impact and develop a curriculum, and hopes it can be shared with nurses in Europe and North America.

Diana will present the work at the BSR Annual Conference in April: "Rheumatology nurses attending will be able to find out about the framework and how to use it. Presenting at this important conference is part of a process to get the competency embedded nationally and develop rheumatology nursing in the future."

The National Competency Framework for Rheumatology Nurse Specialists will be published on 3 March. Find it at rcn.org.uk/publications

16 EVENTS

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

London

Fertility nursing conference

14 March
RCN HQ
20 Cavendish Square
London W1G 0RN

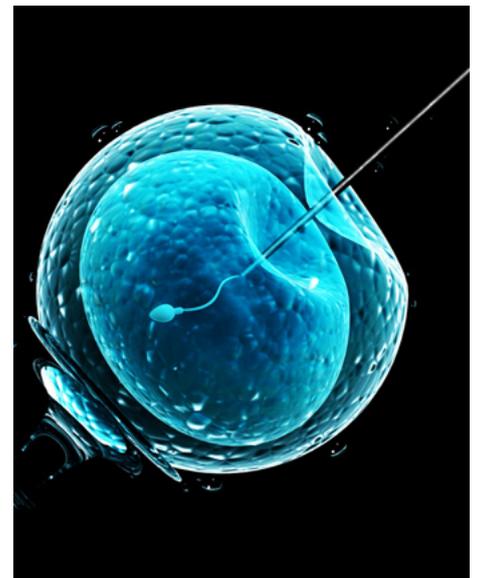
Touching on topics including delaying menopause, recurrent miscarriage and sperm washing, this event provides a unique opportunity to find out the latest innovations in fertility nursing.

Yvonne Wedden, committee member of the RCN Fertility Nursing Forum will be involved in a debate on age limits for fertility treatment. She says: "This is a

fantastic professional opportunity which looks at emerging areas of practice and is a chance to share ideas and network with like-minded nursing staff. There's an interesting and informative programme planned, including what we hope is a lively debate around the issue of age and fertility treatment."

The RCN's new fertility care and emotional wellbeing guidance, which focusses on best practice for assisting people going through fertility treatment, will also be launched at the event.

📍 To book visit rcn.org.uk/Fertility-conference-20 or call 02920 546 460.



Plymouth



Small changes, big differences

3 April
Plymouth Postgraduate Medical Centre, Derriford Hospital
Plymouth PL6 8DH

This event is open to all health care workers who want to reduce the impact health care provision has on the

environment. It will give an insight into the challenges of delivering sustainable health care and will focus on the small changes that can be made in clinical practice that can create significant change.

Speakers will share their success stories and discuss how their work can be replicated by nursing staff in their own workplaces and personal lives.

📍 To book visit rcn.org.uk/Smallchanges-20 or call 02920 546 460.

Manchester

RCN students' public debate

3 March, 6-9pm
Pendulum Hotel
Sackville Street
Manchester M1 3BB

Organised by the RCN Students Committee, this free evening event is open to all and will discuss the issue of self-care. The statement being debated is: "This house believes that patients should not always come first. Quality standards of care are often achieved at the expense of the health and wellbeing of nursing staff."

Those attending will have a chance to speak for and against the topic and have their say. The event will also be live-streamed.

📍 For more information visit rcn.org.uk/student-debate-20 or call 02920 546 460.

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HEE hosts the national **'Come Back to Practice'** campaign which supports all branches of nursing and midwifery as well as Allied Health Professionals and Healthcare Scientists and supports them on their journey back onto the register.

We aim to raise awareness of the Return to Practice Programmes available nationally.

For more detailed information please go to www.healthcareers.nhs.uk/explore-roles/nursing/returning-nursing

Visit us on stand 32 at the RCNi Manchester Jobs fair 6th February, also attend our free workshop at 12pm at the event.

New decade, new job?

If you're looking for a new role or advice on how to successfully develop your career, the RCNi Nursing Careers and Jobs Fairs are for you



Back for 2020 with our most exciting and comprehensive programme yet, our first event kicks off on 6 February at Manchester United Football ground where 50 top nursing and health care employers from across the UK will be looking to recruit staff.

Our CPD-accredited seminars and workshops are returning, with a packed seminar programme for Manchester, including sessions on how to prepare and succeed at interview, ensuring your CV and supporting statement are up to scratch, and resilience in nursing.

Visitors to our interactive workshops will hear about the value of a good preceptorship programme, why general practice nursing can be a great first career choice for newly qualified nurses, and what a day in the life of a forensic nurse looks like.

The lunchtime panel talks are also back and will focus on the recruitment and retention issues facing the nursing profession today. The senior nurses who take part in the discussions have a wealth of knowledge and experience they are keen to share.

As well as offering practical advice on what employers are looking for in nurses and how to make sure an organisation is the right fit for you, there will be a focus on maintaining your health and wellbeing and how to raise concerns in the workplace.

Questions from the audience are encouraged, so this is your chance to get advice and support from leading nurses on the issues that really matter to you.

Our friendly team of experts in the advice hub will also be on hand to answer all your career development questions, and visitors to the interactive learning zone can

“

Make sure you come prepared by bringing lots of copies of your CV

complete RCNi learning modules and get 10 days free RCNi learning, all while gaining CPD hours.

Get a job on the day

Many employers will be offering jobs on the day and you may secure an interview at the event, so make sure you arrive early and come prepared by bringing lots of copies of your CV.

Whether you're a nursing student, are newly qualified or have years of experience under your belt, there is something for everybody at the RCNi Nursing Careers and Jobs Fairs, where you can also win exciting prizes in our exhibitor trail and be pampered with treats.

2020 is the International Year of the Nurse and Midwife – what better way to celebrate than developing the skills you need to achieve your dream job? This is your chance to shine, so come along and let us help you get the job you have always wanted.

Words by Priya Mulji

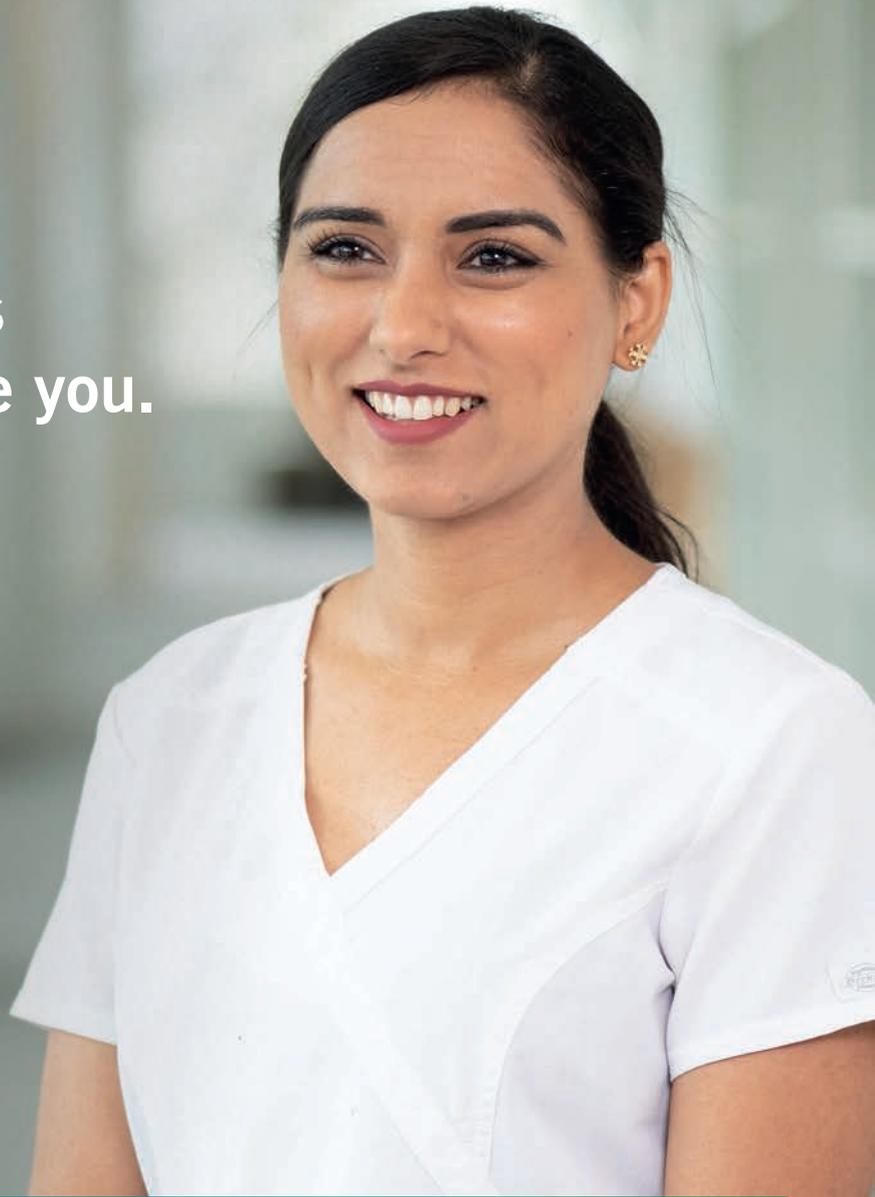
Jobs fairs timetable for 2020

- 6 February – Manchester United Football Club, Manchester
- 10 March – NEC, Birmingham
- 25 March – DoubleTree by Hilton, Glasgow Central, Glasgow
- 24 April – Novotel, Hammersmith, London
- 1 June – Marriott Hotel, Bristol
- 16-17 September – Business Design Centre, Islington, London
- 4 November – Leicester Tigers stadium, Leicester

For more information about RCNi Nursing Careers and Jobs Fairs visit careersandjobsfair.com

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Manchester – Stand 30

Thurs 6 Feb, 9:30am – 4pm

Old Trafford Football Stadium, Sir Matt Busby Way, Stretford, Manchester, M16 0RA.

Glasgow – Stand 13

Weds 25 March, 9:30am – 4pm

Doubletree by Hilton Hotel, Glasgow Central, 36 Cambridge St, Glasgow, G2 3HN.

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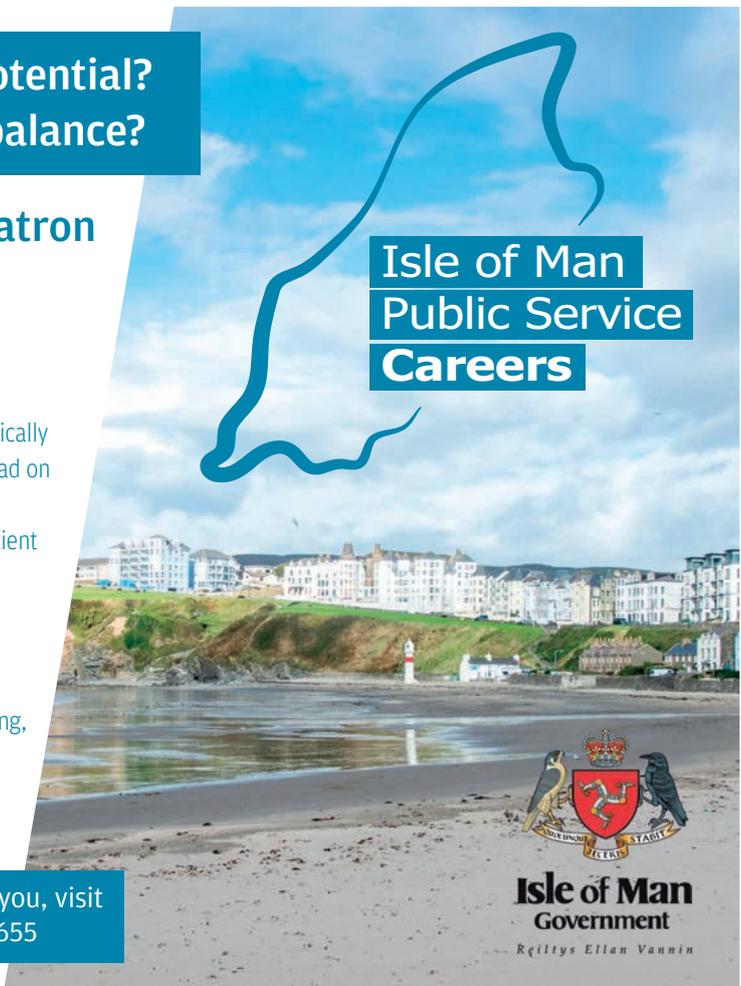
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Sexual Assault Referral Centre, Portsmouth Sexual Offences Examiner Independent Contractor

The Treetops SARC is a joint NHS and Hampshire Police commissioned service which provides forensic, medical and aftercare services to complainants of rape/sexual assault who either self-refer or are referred via the police or other agencies.

The Treetops have an exciting opportunity for an enthusiastic Forensic Physician or Forensic Nurse Examiner to join the team of Sexual Offences Examiners. You will carry out forensic medical examinations on complainants of sexual assault and/or rape, some of whom may be traumatised.

You must have a minimum of 3 years of post-graduate experience in a relevant specialism (such as Gynaecology, Genito-Urinary Medicine and/or Reproductive and Sexual Health, General Practice), which must include experience and competency in gynaecological examinations, including speculum examination.

You will be required, following appropriate training, to undertake examinations of adults and children where acute sexual assault is suspected which includes the provision of emergency contraception, prophylaxis and management of sexually transmitted infections.

This post is not accredited for training, but offers a unique opportunity to learn about all aspects of care for sexual abuse victims.

Remuneration for this role will be £140 (day), £200 (nights and weekends), £300 (BH), an additional rate of £100 will be paid per case attended. Shifts are 12 hours, 07:00 - 19:00 or 19:00 - 07:00 hrs.

For further information (incl. Job descriptions) or to apply for this role, please send your CV and covering letter to the Recruitment Lead elizabeth.pallett@solent.nhs.uk or call 023 8103 0238. Police vetting and DBS is required for this role.

Closing Date: 5 March 2020

We positively encourage applications from all sections of the community regardless of sex, racial origin or disability. This Trust is committed to equal opportunities, and operates a no smoking policy.



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Interested applicants will need to:

- have an active Registration and Indemnity
- have experience in phlebotomy (desirable, but not essential)
- have transport and sufficient flexibility to conduct regular appointments at your convenience

You will be paid monthly for all completed cases.

For an information pack please e-mail **Julie Collett** including a current CV if available.

Email: recruitment@trustmss.co.uk Tel: 0118 467 0555
www.trustmss.co.uk

Lead Nurse

Full Time, (Wickford, Essex)

Bourn Hall
FERTILITY CLINIC

Bourn Hall, the world's first fertility clinic, has a brand new, purpose-built clinic in Wickford, to help couples fulfil their dream of becoming parents. This is an exciting time for us and we are looking for a highly motivated, skilled and dedicated Lead Nurse to join our professional team.

Alongside your qualifications and management experience you'll need to be enthusiastic, very caring and passionate about fertility.

This is a wonderful opportunity as you will be involved in a variety of clinical skills including scanning and IV sedation, and build on your understanding of the HFEA. Excellent management skills are prerequisite. You'll be leading teams of nurses across two sites, so some travel is to be expected. Presentation skills and Advanced Life Support (ALS) training is desirable.

We offer excellent training and development opportunities in a first class working environment, along with a comprehensive benefits package.

To apply, please visit www.bournhall.co.uk or call Human Resources on 01954 717261. Closing date 29th February.

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CV & cover letter to lucyalexandriawatts@hotmail.co.uk

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Require Full Time, Part Time and Bank both General and Mental Health Nurses in a number of our homes across the UK (Leicestershire, Derbyshire, Kegworth Hospital) Rate of pay **£16.50-£18.00 per hour** (depending on experiences and locality needs).

Contact; reception@rushcliffecare.co.uk for details and application form

We are an equal opportunities employer

Closing date for applications: 28th February 2020

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VACANCY FOR REGISTERED SICK CHILDREN'S NURSE (REGISTERED NURSE – CHILD)

We are inviting applications from persons experienced in Paediatric Nursing and registered on the NMC parts RN8: Children's nurse, level 1 or RNC: Children's nurse, level 1 for employment within St Bernard's Hospital.

Rainbow Ward is a cheerful 21 bedded paediatric facility dealing with both medical and surgical admissions. The successful candidate will be required to work as part of a multi-disciplinary team covering a diverse nursing spectrum of Children's care.

The appointment is for a 2-year period.

Salary, according to experience ranges from: £27,731 to £37,029 per annum, plus allowances.

Relocation assistance is provided and Economy flights from the UK to Gibraltar return are payable in full. Rented accommodation is subsidised.

Prospective candidates are advised to contact Ms Fiona Mccoubrey, Clinical Nurse Manager, on Tel. +350 20072266 extension 2363 or email: fiona.mccoubrey@gha.gi for an informal discussion on the duties and responsibilities of the post.

Application packs are available from the Public Service Human Resources Department on the following email address: giovanni.villa@gibraltar.gov.gi

Application Forms must be scanned and sent via email to giovanni.villa@gibraltar.gov.gi not later than Tuesday 25 February 2020.



VACANCY FOR OPERATING DEPARTMENT PRACTITIONER

We are seeking highly motivated Operating Department Practitioners, who are in possession of the relevant qualifications. Theatre skills and experience to cross cover a number of surgical specialities such as Orthopaedics, General Surgery, Max Fax, Vascular, Gynae, Urology and ENT.

Our Multi-Disciplinary Theatre team within St Bernard's Hospital caters for a diverse range of surgical specialities both from an elective and emergency perspective.

The appointment is tenable ASAP, on contract terms for a period of two years.

Salary, according to experience ranges from £27,161 to £36,267 per annum, plus allowances. Relocation assistance is provided and Economy flights from the UK to Gibraltar, return, are payable in full. Rented accommodation is subsidised.

Prospective candidates are advised to contact Mr Jason Pincho, Clinical Nurse Manager, on Tel: +350 20072266 extension 2363 or email: jason.pincho@gha.gi for an informal discussion on the duties and responsibilities of the post.

Application packs are available from the Public Service Human Resources Department on the following email address: giovanni.villa@gibraltar.gov.gi

Application Forms must be scanned and sent via email to: giovanni.villa@gibraltar.gov.gi by not later than Tuesday 25 February 2020.



VACANCY FOR REGISTERED MENTAL HEALTH NURSE

The Gibraltar Health Authority invites applications from suitably qualified persons for the post of Registered Mental Health Nurse.

We are seeking highly motivated Registered Mental Health Nurses, with good organisational and interpersonal skills, to join our dynamic mental health team and want to experience the Mediterranean way of life in our psychiatric unit overlooking the Straits of Gibraltar.

It should be noted that applicants must, by virtue of their citizenship or residence status, be entitled to take up employment in Gibraltar.

The appointments are for immediate start, on contract terms for a period of 2 years.

Salary, according to experience ranges from £27,731 to £37,029 per annum, plus allowances.

Relocation assistance is provided and economy flights from the UK to Gibraltar return are payable in full. Rented accommodation will be subsidised.

Prospective candidates are advised to contact Mrs Kay Rajkumar, Clinical Nurse Manager on Tel. +350 20072266 extension 3405 or email: kay.rajkumar@gha.gi for an informal discussion on the duties and responsibilities of the post.

Application packs are available from the Public Service Human Resources Department on the following email address: giovanni.villa@gibraltar.gov.gi

Application Forms must be scanned and sent via email to - giovanni.villa@gibraltar.gov.gi not later than 25th February 2020.



NorthWestern Mental Health

Exciting positions for Registered Mental Health Nurses

North Western Mental Health is Melbourne's leading public mental health service with an outstanding reputation both for the service we deliver to our consumers and for the investment we make in our nurses. North Western Mental Health is renowned for its clinical nursing excellence in the field of Acute Mental Health, Aged and Youth Services underpinned by an Award Winning Nursing Academic Research Unit.

North Western Mental Health promises you a challenging and fulfilling career with the support of a value based world class organisation.

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

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

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We offer:

- Full time or Part-time (4 days)
- Treloar Pay Spine £27,917 - £37,389 per annum
+ therapeutic competencies allowance
+ additional supplement for registered children's nurses
+ £2000 Golden Hello
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Benefits:

- Excellent training • Health Cash Plan • Group Personal Pension Scheme
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Further information and an application pack can be obtained by visiting www.treloar.org.uk or for an informal visit please contact Georgina Flower (HR) on **01420 547400 ext. 3411**. We are also keen to hear from you if you are interested in joining our bank team.

Closing date: 23rd February 2020

Treloar Trust is committed to safeguarding children, young people and vulnerable adults. All successful candidates will be subject to a DBS check along with other relevant employment checks.

Treloar Trust, responsible for Treloar School and Treloar College, is an equal opportunities employer. Registered charity number 1092857.



PAEDIATRIC NURSES REQUIRED North London

Experienced FT Paediatric Nurse Team Leader & FT Paediatric Deputy (both RGN/RCN) to join a small team providing care, support and rehabilitation for 24/7 care for one of our young clients (2.5 years old), in North London. The nurse led team will work with our client's parents, therapists and other professionals.

Travel will form part of the role. Must have proven expertise in managing a small team, within a family home, exceptional clinical skills; suction, implementing devised therapy programmes, proactive approach with the team, medication, specialist equipment and optimising her overall quality of life and wellbeing as she develops. Contemporaneous notes and collaborative working with case management essential.

Essential Requirements:

- RCN or RGN with a current registration with the NMC
- Paediatric experience, ideally experience of working in HDU/ ICU
- Experience of managing children with complex needs
- Full clean driving license

(DBS) will be pursued along with two satisfactory references.

Rates of pay: Team leader £30.00 to £35.00 per hour, Deputy £28.00 - £30.00 dependant on experience.

Interested? Please contact Trudi Knight, Senior Case Manager or Mary Cox on 01865 893 321 or send a CV by e-mail mary@completecareplusservices.co.uk for more details and an Application Pack.



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Dr. Campbell McBride graduated with Honours as a Medical Doctor in 1988 from Baylor Medical University in Russia. She gained a Postgraduate Degree in Neurology and completed a second Postgraduate Degree in Human Nutrition at Sheffield University, UK.

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- ✓ Refresh common breakaway techniques
- ✓ Protect yourself from physical assault
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MANCHESTER COURSES:- MAR 10th APR 7th

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- ✓ Avoid unnecessary negligence claims
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- ✓ Certificate valid for 3 years

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BIRMINGHAM COURSES:- FEB 11th MAR 17th

BRISTOL COURSES:- FEB 20th MAR 19th

MANCHESTER COURSES:- FEB 5th MAR 11th

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Mental Health Awareness (1 Day)

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

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MANCHESTER COURSES:- FEB 19th MAR 25th

Course Content Includes: -

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

Dementia Awareness (1 Day)

ONLY £79
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£94.80 (inc of VAT)



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

LONDON COURSES:- FEB 17th MAR 7th

BIRMINGHAM COURSES:- FEB 19th MAR 25th

Course Content Includes: -

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

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LONDON EUSTON FEB - 1st, 3rd, 7th, 8th, 10th, 14th, 15th, 17th, 21st, 22nd, 24th, 28th	OXFORD FEB - 5th, 19th	BRIGHTON FEB - 4th, 11th, 18th, 25th	LEEDS FEB - 5th, 7th, 8th, 12th, 14th, 19th, 21st, 22nd, 26th, 28th
LONDON VICTORIA FEB - 1st, 4th, 7th, 8th, 11th, 13th, 15th, 18th, 20th, 22nd, 25th, 27th	BIRMINGHAM FEB - 1st, 3rd, 6th, 7th, 8th, 10th, 13th, 14th, 15th, 17th, 20th, 21st, 22nd, 24th, 27th, 28th, 29th	MAIDSTONE FEB - 6th, 12th, 13th, 20th, 27th	LIVERPOOL FEB - 4th, 10th, 11th, 25th
LONDON STRATFORD FEB - 1st, 3rd, 4th, 5th, 6th, 7th, 8th, 10th, 11th, 13th, 14th, 15th, 17th, 18th, 19th, 20th, 21st, 22nd, 24th, 25th, 26th, 27th, 28th, 29th	COVENTRY FEB - 18th, 19th	MILTON KEYNES FEB - 4th, 11th, 18th, 25th	MANCHESTER FEB - 1st, 3rd, 7th, 8th, 10th, 13th, 14th, 15th, 17th, 18th, 21st, 22nd, 24th, 25th, 28th, 29th
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CROYDON FEB - 4th, 11th, 25th	BRISTOL FEB - 11th, 17th, 18th, 25th, 27th	CHELMSFORD FEB - 7th, 26th	PRESTON FEB - 5th, 19th
READING FEB - 5th, 12th, 19th, 26th	CARDIFF FEB - 5th, 12th, 19th, 26th	HUNTINGDON FEB - 7th, 21st	NEWCASTLE FEB - 5th, 12th, 26th
	EXETER FEB - 6th, 13th, 14th	NORWICH FEB - 3rd, 13th, 27th	HULL FEB - 6th, 20th
	PLYMOUTH FEB - 6th, 20th, 21st	NORTHAMPTON FEB - 4th, 11th, 18th, 25th	GLASGOW FEB - 3rd, 17th
	SOUTHAMPTON FEB - 3rd, 11th, 12th, 25th	PETERBOROUGH FEB - 5th, 17th	EDINBURGH FEB - 19th, 21st
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