



Issue 15: Spring / Summer 2017

Newsletter for the Independent Sector

Welcome

Welcome to the fifteenth edition of In-Touch, the newsletter for nurses and health care assistants working in the South West region's independent sector. This issue is packed with information on: the 2017 general election; the impact of Brexit on nursing; NMC research on racism in the workplace and resuscitation in the nursing home setting. You will also find information on local and national events and conferences. We hope you enjoy reading this edition.

RCN News

Patients Before Politics: the RCN Manifesto for the General Election 2017

Nursing staff can make a big difference at the general election, so make sure your voice is heard; you have the power to shape the debate. Are you registered to vote? You have until 22 May to register and can do this online at www.gov.uk/register-to-vote and it only takes about five minutes. The RCN has developed an election manifesto to help you to discuss the key issues for nursing with prospective parliamentary candidates.

Improve
Patient
Care

Value
Nursing

Improving patient care is at the centre of our 2017 general election manifesto. We are asking all political parties to commit to the following priorities:

safe and effective staffing; access to specialist nursing services and mandatory regulation of health care support workers. We are also asking all political parties to commit to valuing nursing, in particular in relation to fair pay; the prevention of downbanding and substitution and a guaranteed right to remain in the UK for EU nursing staff (see later in this newsletter for more information about the impact of Brexit on nurses and nursing). Our final manifesto request to all political parties is that they invest in health and social care. The RCN priorities here relate to financial investment in services; putting quality at the heart of all health and care service provision and protecting and growing the workforce. Make sure

Invest in
Health and
Social Care

your friends, family and nursing colleagues know about the big nursing issues by sharing a copy of the RCN manifesto with them. More detail of the RCN manifesto is available online at www.rcn.org.uk/nursingcounts where you can also find a toolkit and poster for your workplace. You will also find a blog by the RCN Chief Executive & General Secretary Janet Davies who says: "The last thing public services need are sums that do not add up and irresponsible politicians offering 'cheques in the post.' Slogans on buses and uncosted wish-lists let patients down and they must avoid the temptation. The party leaders must put patients before politics this election." And finally don't forget to follow your local candidates on Twitter and share the RCN manifesto with them. Use the hashtag #nursingcounts in your tweets and follow @theRCN to keep up to date with key issues for nursing and nurses.



14328-2017

Royal College of Nursing

Member Discount
on Car and Home Insurance

LIVE
LIVERPOOL VICTORIA
Good value, great values

www.rcn.org.uk/insurance **0800 756 8136**

Lines are open Mon-Fri 8am-8pm, Sat 9am-5pm, Sun 10am-4pm. For Text Phone: First dial 18001. Calls may be recorded.
The Royal College of Nursing acts as an Introducer Appointed Representative to the Liverpool Victoria group of companies for General Insurance.

Racism in the Workplace

Research by the Nursing and Midwifery Council (NMC) has shown a disproportionate number of black and minority ethnic (BME) nurses and midwives are subject to the NMC fitness to practise process. Responding to the report the RCN's



Director of Membership Relations Chris Cox said: "It is clear that BME nurses and midwives are experiencing severe and persistent disadvantage in the workplace at a time where the shortage of qualified health professionals is becoming more acute." He called for urgent, decisive and intelligent action on the part of employers to robustly tackle any form of racism, bias and unfairness in their systems and processes. Chris confirmed that the RCN will continue to work with the NMC and other agencies to find ways to tackle and eliminate racism across all forms of health care and the health care regulatory processes.

If you find yourself the subject of racism, or any other form of discrimination as an RCN member you can access expert support and advice by calling RCN Direct on 0345 772 6100. You can also access an online guide via www.rcn.org.uk/get-help/rcn-advice/discrimination

Brexit Fears for Nursing

The RCN has responded to a report highlighting a projected crisis in nurse recruitment following Brexit. Leaked to the press, the Department of Health modelling suggests that the nurse shortage could be more than 40,000 by 2026. Janet Davies RCN Chief Executive & General Secretary, said: "This concerning leak reveals that, without urgent action, the Government may struggle to provide a safe health service in the future. It comes on top of tens of thousands of nursing jobs already lying vacant too. The number of nurses on duty has a direct impact on the quality of care, people's experience and the outcome of their treatment." This worst case scenario is based on modelling by civil servants where all EU and non-EU inflows of nurses and midwives stop after changes to immigration rules. While this is considered unlikely to happen, any impact on workforce supply from Brexit and increased demand on services could place considerable pressure on health care provision and be a risk to patient safety. Sarah Zanoni, Operational Manager for the RCN South West, said: "There are around 3,000 EU nurses currently working in the South West. We know that many of our independent sector health care providers rely heavily on these EU nurses, and will struggle without them. The RCN has called upon the Government to make an early decision about the status of EU nurses as we cannot afford to lose their talent and dedication; they make a huge difference to patients and patient care."



health care providers rely heavily on these EU nurses, and will struggle without them. The RCN has called upon the Government to make an early decision about the status of EU nurses as we cannot afford to lose their talent and dedication; they make a huge difference to patients and patient care."

Resuscitation, or Not?

The RCN has reacted to a Nursing and Midwifery Council finding against a nurse who did not attempt cardiopulmonary resuscitation (CPR) on, or call the emergency services to a nursing home resident she believed had already died. In summary, an experienced nurse, in charge at a nursing home, was called to a resident who had been found unresponsive. After finding the resident waxy, yellow, and almost cold, with no vital signs of life, she believed that she had already died, so did not attempt CPR or call the emergency services. The resident did not have a DNACPR recommendation in place. The NMC determined that the nurse's fitness to practise was impaired because of misconduct.

In a joint statement with the British Medical Association and the Resuscitation Council, the RCN said that the ruling had caused concern and considerable debate among nurses and other health care professionals who feared the risk of criticism or disciplinary action should they be faced with a similar situation. The NMC ruling is contrary to the group's jointly authored national guidance *Decisions Relating to Cardiopulmonary Resuscitation* which recommends that: "Where no explicit decision about CPR has been considered and recorded in advance there should be an initial presumption in favour of CPR..." but that: "an initial presumption in favour of CPR...does not mean indiscriminate application of CPR that is of no benefit and not in a person's best interests." The publication goes on to advise: "... there will be cases where health care professionals discover patients with features of irreversible death – for example, rigor mortis. In such circumstances, any health care professional who makes a carefully considered decision not to start CPR should be supported by their senior colleagues, employers and professional bodies." The statement underlined that health and care providers have a duty to ensure that they have policies and procedures in place that protect their clients and staff in these situations and provide the appropriate education and training for nurses working in an environment in which they may encounter death or cardiac arrest. Nurses have a duty to provide care based on the best available evidence or best practice and to recognise and work within the limits of their competence. While death can only be certified by a registered doctor with a licence to practise or by a coroner, death may be confirmed by other health professionals, including nurses. Nurses working in an environment in which they may encounter death or cardiac arrest should ensure that they have the necessary competence to recognise when CPR may be beneficial in restoring a person to a duration and quality of life that they would value and when, realistically, CPR would be of no benefit to the person and would deprive them of a dignified death or could potentially do them harm.

Events

Supporting Care Provision in the 21st Century: RCN South West learning events for HCAs

These events will specifically address what it means to be a health care assistant in the 21st century, supporting the delivery of nursing care. Looking at the concepts of kindness and compassion, we will discuss what a healthy workplace should look like, and the personal resilience needed to work in the present environment. Delegates will also look at the idea of leadership at every level, and consider how they can positively contribute to safe and effective patient care. Please hold the date and keep an eye on the RCN South West web page for booking details www.rcn.org.uk/southwest

- 7 September – Salisbury (Legacy Rose & Crown Hotel)
- 21 November – St Austell (St Austell Business Park Conference Centre)

Care Provision in the 21st Century: RCN South West learning events for registered nurses

These events will specifically address what it means to be a registered nurse in the 21st century. Looking at the concepts of kindness and compassion, we will also discuss what a healthy workplace should look like, and the personal resilience needed to work in the present environment. Delegates will also look at the idea of leadership at every level, and consider how they can positively contribute to safe and effective patient care. More details and booking information will shortly be available at www.rcn.org.uk/southwest These events can be counted towards NMC revalidation with up to six hours of participatory CPD available.

- 9 October – Exeter (Westpoint)
- 14 November – Plymouth (Mount Batten Watersports Centre)
- 30 November – Swindon (Swindon Town Football Club)

End of Life Care

Whether you are an RCN member or not, you are very welcome to come and enhance your end of life care skills. Certificates of attendance will be provided and the event will count towards your CPD. These events are being held jointly by the Royal College of Nursing and the Royal Cornwall Hospitals NHS Trust.

- 28 June - Truro (RNs) - see www.rcn.org.uk/news-and-events/events/cornwall-end-of-life-care-learning-event-for-registered-nurses

- 29 June - Truro (HCAs) - see www.rcn.org.uk/news-and-events/events/cornwall-end-of-life-care-learning-event-for-health-care-assistants

Somerset Branch Pamper Evening

6 December - Bridgwater

Nursing staff work hard all year long caring for patients and this pamper evening is our chance to look after you. If you work in Somerset come along and allow the RCN Somerset branch to show their appreciation of you through a range of treatments designed to take the weight off your feet and make you feel good. If you plan to attend please let branch secretary Helen White know by email: helen.white@sompar.nhs.uk More details at www.rcn.org.uk/news-and-events/events/somerset-branch-pamper-evening-6-december

Neurogenic Bowel: the bottom line

10 October - London (£50 + VAT)

Join the RCN Neuroscience Forum, Continence Forum and Gastrointestinal Nursing Forum for a workshop and find out what nurses need to know about appropriate bowel management for patients with neurogenic bowel dysfunction. Following this workshop you will be able to: demonstrate understanding of the anatomy and physiology of defecation and pathophysiology of neurogenic bowel dysfunction; assess a patient with neurogenic bowel dysfunction; explain a variety of interventions that may be used in managing neurogenic bowel dysfunction; practise digital rectal examination under the supervision of a competent practitioner and demonstrate understanding of the role of the nurse in performing digital rectal examination (DRE) and digital removal of faeces (DRF). For more details visit: www.rcn.org.uk/news-and-events/events/neurogenic-bowel

Don't forget to keep an eye on the RCN events pages at www.rcn.org.uk/news-and-events/events

Contact Us

RCN South West
3 Capital Court
Bittern Road
Sowton Industrial Estate
EXETER, EX2 7FW

Tel: 0345 7726100
Fax: 01392 357045

southwestern.region@rcn.org.uk



Royal College of Nursing

JOIN TODAY

**We represent registered nurses,
midwives, student nurses,
healthcare assistants, assistant
practitioners and nursing
associates across the UK.**

**Join today for exclusive member
benefits and discounts**

More information at:

www.rcn.org.uk/membership/membership-fees

or phone 0345 772 6100