



**Keeping RCN members up to date with what's going on across the Northern Region**

## The RCN Northern region is now on Facebook

The RCN Northern region has launched a Facebook page, our easiest and most up-to-date way yet for you stay informed about what the RCN is doing for you in your region.



Over the last year in the Northern region there have been lots of opportunities, including free membership for a year, chances to win a £1000 prize in our centenary nursing photography competition, or a chance to attend this year's Royal Garden party and meet the Queen.

Events in the region have included a multicultural nurses' conference, independent sector nurses' network meetings, retired nurses' group meetings and more.

Opportunities have cropped up throughout the year and unless you've read every page of this newsletter cover to cover then the chances are you may have missed some of them.

Don't miss out again - simply hit the 'like' button on our new [RCN Northern region Facebook page](https://www.facebook.com/RCNNorthern) to spot useful information as you scroll: [www.facebook.com/RCNNorthern](https://www.facebook.com/RCNNorthern)

It's advisable to have a quick read of the [NMC's social media guidance](#) before you get going.

### Did you know?



If Facebook were a country, it would be the third largest in the world.

91 per cent of mobile internet access is for social activities, with 73 per cent of smartphone owners accessing social networks through apps at least once a day.

The average Facebook user has 130 friends and is connected to 80 pages, groups and events, and creates around 90 pieces of content per month.

## Follow @RCNNorthern on Twitter

You can also follow us on Twitter and tweet us [@RCNNorthern](https://twitter.com/RCNNorthern)



If you're new to social media, you should read the RCN's useful step-by-step guide, [Getting started on Twitter](#) which takes you through:

- why to tweet
- how to register
- how to follow someone, retweet and favourite a tweet
- @mentions
- #hashtags
- direct messages
- search and discover
- top tips.



### Did you know?

You don't have to tweet to be on Twitter!

There are 222 million Twitter users who just watch other people's tweets.

### Accounts to follow

Twitter accounts you may be interested in following include:

[@RCNNorthern](https://twitter.com/RCNNorthern)

[@theRCN](https://twitter.com/theRCN) The RCN's main Twitter account

[@RCNKnowledge](https://twitter.com/RCNKnowledge) Supporting lifelong learning and the development of our members

[@GolessLees](https://twitter.com/GolessLees) Gordon Lees, RCN Northern region Council member, now chair of the national Membership and Representation Committee and the RCN's longest-serving rep at Tees, Esk and Wear Valleys NHS Foundation Trust

[@mcquintet](https://twitter.com/mcquintet) Denise McLaughlin, Chair of the UK Safety Reps Committee, RCN safety rep and steward at Gateshead

### What are the benefits of using social media?

Social media can be a powerful tool to connect you with colleagues, and a way you can advocate for patients. You can use it to follow the latest developments in health and care (by following the NMC, the RCN, BBC Health, WeNurses, and more).

It's a great mode of communication across organisations, through which you can make others aware of a new resource or publication. You can use it to raise awareness of the work that you do via blogs and articles. It can be helpful for your professional development, putting you in touch with decision-making tools, resources and news that you might have missed otherwise.

It's also a good way to keep on top of job opportunities and events.

## Northern members honoured with a Royal Garden Party invitation

Two members from the Northern region attended a Royal Garden Party on Tuesday 24 May. Pauline Middlemore, a nurse on the medical procedures unit at Cumberland Infirmary and RCN representative Roaqah Shaher from James Cook University Hospital both travelled to Buckingham Palace by invitation of Her Majesty the Queen.



The Royal Garden Parties are a way of recognising and rewarding public service. The Queen is the college's Royal Patron, and to mark the RCN's centenary year, 100 members were given the chance to attend one of her four garden parties. Over 4,000 nurses completed the 100-word application stating why they deserved a place at the party.

Pauline (pictured right) said: "Seeing Her Majesty and Prince Phillip was really special. The highlight of the day was undoubtedly meeting Prince William and Kate Middleton. I shook the Prince's hand and we had a chat about sightseeing in the capital. They were really lovely and Prince William was praising the work nurses do. It was a once in a lifetime experience and one I will treasure."



Pauline Middlemore



Roaqah Shaher



View from the back of Buckingham Palace

Roaqah (pictured left) said: "It was absolutely fabulous, it was a lovely sunny day; it was well organised and everyone was dead friendly; we all got on really well. The palace was lovely, everyone there was really welcoming. All in all it was a really great day. I'm so proud and grateful that the RCN nominated me to go."

## The shape of caring – the future of nursing education

Health Education England has published its response the outcome of the consultation into the proposed nursing associate role, [Building Capacity to Care and Treat](#) as well as a response to [Raising the Bar - Shape of Caring review](#).

You can watch four [YouTube animations](#) around the Shape of Caring review on Health Education England's YouTube channel.

## Trust offers £1,500 incentive to York University students

Tees, Esk and Wear Valleys NHS Foundation Trust is offering an incentive to second year students to work at the trust when they finish their degree. The deal includes a guaranteed job, NMC fees paid for the first year, and a £1500 gross incentive. Between 20 and 29 student nurses in York and Selby and North Yorkshire will receive the recruitment incentive should they take up employment as a registered nurse with TEWV during 2016 and 2017.

“The independent sector has been offering students incentives and so this scheme should make us competitive,” said lead RCN rep Gordon Lees.



Gordon made enquiries on behalf of the trust’s staff side about whether the offer could be extended to students from other universities, but ascertained that currently there are no plans to roll the scheme out to students from other universities.

“As it stands at the moment, a Teesside University student who lives in Yorkshire may well end up working here alongside colleagues who have received the financial incentives,” explained Gordon.

“However, the scheme shows that the NHS is having to make changes to become more competitive. The students that have qualified recently have more often than not gone into neighbouring organisations, largely including the independent sector, so the trust has had to consider how to attract students.”

## HCA’s: shaping our present, building our future

Over 45 HCAs attended the RCN Northern region’s centenary conference for health care assistants in Newcastle recently. Delegates at *HCA’s: shaping our present, building our future* and heard from a range of RCN staff and activists.



Newly appointed steward Kevin Morley spoke about his experience of the reps’ learning and development pathway and national HP Committee member Lynda High (pictured standing) delivered a session on the HP Committee’s recent *100 Top Tips for HCAs* project.

The audience also heard about the RCN’s First Steps for HCAs e-learning programme, what the RCN library has to offer HCAs as the largest online nursing library in the world, accountability and delegation, and the Care certificate.

Regional director Glenn Turp gave the keynote speech and senior regional officer Vivienne Dove delivered a session, along with regional officers Lin Clarkson and Janet Maclean and membership development facilitator Adele Bird.

## Healthwatch Newcastle is 'appy' to help



Healthwatch Newcastle have launched a new app to enable people to rate and review services, celebrate great care, and keep in touch with their activities. It is available in online Android, Windows and Apple app stores. Just search for 'Healthwatch Newcastle'.

The app was designed by 16-year old Newcastle college student Corey Hogg, who spent four weeks with the organisation on a work placement.

## Nursing celebrations

Celebrations took place over week of International Nurses' Day throughout the region, with the RCN's newest addition to the Northern region team, Barry Hutchinson (pictured right) taking part in employee



benefits day at City Hospitals Sunderland along with senior RCN officer Greg Canning.

RCN officer Lin Clarkson spent the day with rep Martin Black (pictured left) at Northumbria Specialist

Emergency Care Hospital.



RCN Officer Barry Hutchinson



RCN member Julie Bowman collaborated with the Nurses' League to put on an exhibition celebrating nursing and the history of the Cumberland Infirmary over the week of International Nurses' Day.

On 12 May itself, MP for Carlisle John Stevenson joined nurses, senior staff and children from local Newtown Community Primary School to mark the day.



County Durham and Darlington NHS Foundation Trust a conference at Darlington on Nurses' Day. RCN Northern regional director Glenn Turp spoke at the conference, *People, Purpose and Passion*, which was also attended by RCN rep Michael Appleby and RCN officer Heather Whitton.

## Leading change, adding value: new nursing framework launched

England's chief nursing officer for England, Professor Jane Cummings, launched a new framework encouraging all nursing, midwifery and care staff to help transform the health and care sector. It is intended to support staff to demonstrate how they can use their expertise to drive change, and use their leadership skills to address three gaps identified in the Five Year Forward View: health and wellbeing, care and quality, and funding and efficiency. To close these gaps, the framework says we need to focus on working with unwarranted variation, which helps us understand the differences between services and their outcomes. [Read the framework](#), or if you only have ten minutes, [watch the film](#).



## North Cumbria's hospitals improve national A&E ranking

Latest national accident and emergency benchmarking data published by NHS England shows that North Cumbria University Hospitals Trust has continued to perform above the national average.

The data for April 2016 ranks the trust that runs the Cumberland Infirmary in Carlisle and West Cumberland Hospital in Whitehaven as 52<sup>nd</sup> out of 138 trusts with a major A&E department in England.

Its overall performance was 88.6 per cent against the 95 per cent standard (patients should be seen, treated, admitted or discharged from A&E in under four hours), whilst the national average was 85.0%.

The data demonstrates continuous improvement for North Cumbria, having been rated as 96<sup>th</sup> in January, 80<sup>th</sup> in February and 63<sup>rd</sup> in March in the same national report – a leap of 44 places in just four months.



Stephen Eames, chief executive of North Cumbria University Hospitals NHS Trust, said: "I continue to be hugely encouraged by the national data as it is showing a clear month on month improvement. This is testament to the continued hard work and commitment our staff demonstrate on a daily basis... I am delighted to be able to share the news today that real improvements are continuing to be made in our hospitals."

## Members moved to tears at RCN Congress



Tommy Whitelaw

Members were moved to tears at the RCN's recent Congress in Glasgow by keynote speaker Tommy Whitelaw, who started the 'You can make a difference' campaign after his experiences caring for his mother while she had dementia. He thanked delegates: "This is a roomful of dedicated remarkable people who can make a difference," he said. "Every person, every conversation, every time. What an incredible

reason to get up every day."



Janet Davies

If you couldn't get to Glasgow, you don't have to miss out altogether – you can catch up via our [RCN Congress 2016 archive webcasts](#). You can watch Tommy's moving speech, as well keynotes by Scottish National Party leader Nicola Sturgeon and the RCN's new Chief Executive and General Secretary Janet Davies. Catch up resolutions and matters for discussion which encompassed EU and nursing, student bursaries, illegal drugs, child mental health, domestic abuse, CPR, agency nurses, safe staffing, abortion, e-nursing, sickle cell disease, pay, seven-day care, district nurses, nursing associates, public health funding, learning disability care, bullying allegations, dementia, holistic care, housing costs, and the RCN at 100. You can also [read Council's report to members](#) on RCN work undertaken following Congress 2015 resolutions.

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The Royal College of Nursing acts as an Introducer Appointed Representative to the Liverpool Victoria group of companies for General Insurance.

## NEW RCN PUBLICATIONS

All these publications are available to download at [www.rcn.org.uk/publications](http://www.rcn.org.uk/publications)

### [Caring for lesbian, gay, bisexual or trans clients or patients: a guide for nurses and health care support workers on next of kin issues](#) (web only)

Lesbian, gay, bisexual or trans people (LGBT) may experience stigma, prejudice and unlawful behaviour both as patients and as colleagues. This booklet looks at how nursing staff should deal with next of kin issues, for example, being sensitive, inclusive and challenging discriminatory attitudes, while also remaining mindful of the relevant legislation. Nursing staff need to respect a patient's choice of nominated person and be aware of issues relating to confidentiality, access, information and documentation.

### [Fair care for trans people](#)

The RCN recognises that trans people frequently experience prejudice and discrimination. The nursing community can, through its professional actions and interests, work to eliminate and significantly reduce this at both an individual and a societal level in partnership with a range of organisations, including those that represent the needs of trans people. This resource is designed to help you respond to the needs of patients and clients who identify as transgender. Initially created in response to an RCN Congress resolution, this guidance has been updated following further research from other organisations.

### [Inequalities experienced by children across the UK accessing the right care, at the right time, in the right place. An RCN briefing document](#)

The health of children and young people is critical to the health of the whole nation but there are wide variations in waiting times for a range of health care services. This means that children face unacceptable delays in receiving the right care and have different access to services, depending on where they live. To address child health inequalities, children, young people and their families must have access to quality services, delivered in a timely manner, by the right professional with appropriate skills and in a setting that meets the needs of the child.

This RCN publication highlights how these three aspects of right care, right time and right place are inextricably linked together. It sets out the current policy context across the UK, spotlights some key areas (such as school nursing, mental health and sexual health services) and concludes with recommendations on the actions needed by all governments across the UK.

### [Administering subcutaneous methotrexate for inflammatory arthritis](#)

This third edition of the RCN's guidance has been updated to ensure it contains the latest evidence-based guidance to support practitioners in a variety of primary and secondary care settings, including community and managed care environments.

### [Becoming an active representative. A guide to the learning and support that will help you become active as an RCN representative](#)

This booklet is designed to give you an understanding of the activities you can expect to undertake as a representative, and the learning and support you can expect from the RCN to help you feel confident and prepared to carry out those activities. It covers the three types of accredited reps, how being a rep can enhance your career and answers various questions around the process of becoming an active rep.

# RCN Northern Region Events

Find out what's going on across the RCN Northern region

For a full list of Northern region events and venue details, visit [www.rcn.org.uk/northern/northern-events](http://www.rcn.org.uk/northern/northern-events). Please email [northern.region@rcn.org.uk](mailto:northern.region@rcn.org.uk) to book your place unless otherwise stated.

**Wednesday 6 July** – [Centenary celebrations of nursing excellence and innovation](#), 9.30 am - 4.00 pm, County Mercure Hotel, Neville Street, Newcastle NE1 5DF. **\*HURRY: ONLY A FEW PLACES ARE LEFT\***

The RCN is 100 this year and to mark the occasion the RCN Northern and Yorkshire and the Humber regions are teaming up to put on a conference to celebrate excellence and innovation. Members are invited to come along, listen to inspiring speakers and network.

**The conference is free to RCN members, and you can join when you book.**

Book your free place [online](#) or call 02920 54 64 60 and quote event number 2067.

**Wednesday 3 August** – [Open session of the RCN Northern regional Board meeting](#), from around lunchtime - 2.00 pm at the RCN Northern region office, Sunderland.

**Thursday 8 September** - [Multicultural nurses' group meeting](#), Sunderland.

All RCN Northern region members are welcome to attend the multicultural nurses' group.

**Wednesday 12 October** - [Delivering nursing excellence in the independent sector: a conference](#)

This free conference at the County Mercure Hotel in Newcastle is a major event open to all those employed within the independent sector, whether you are an RCN member or not. As well as providing great career and professional development opportunities, it is an opportunity to network and make contacts with key leaders and front line staff across your sector.

**Wednesday 19 October** - [Northern region board meeting open session](#), Sunderland.

All RCN Northern region members are welcome to attend the lunchtime open session of our board meeting.

**Tuesday 15 November** - [Multicultural nurses' group meeting](#), Sunderland.

All RCN Northern region members are welcome to attend the multicultural nurses' group.

**Tuesday 22 – Wednesday 23 November** - [RCN International Centenary Conference](#)

Booking is now open and early bird tickets are available for this rare opportunity to hear from six international health care leaders from organisations such as the World Health Organization and the United Nations. A group discount is available for groups of more than three delegates.