



Issue 14: Autumn / Winter 2016

Newsletter for the Independent Sector

Welcome

Welcome to the fourteenth 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 RCN project on healthy workplaces; the new Mary Seacole statue; childhood obesity; Brexit; fair pay in the independent sector; the RCN Counselling Service; events guide and a new section on clinical matters including NMC revalidation. We hope that you enjoy this edition.

RCN News

The Case for a Healthy Workplace

The RCN Healthy Workplace, Healthy You project supports health care employers and RCN representatives to create working environments which have high quality employment practices. The RCN defines healthy workplaces as those which offer fair pay and rewards and have high quality employment practices and procedures which promote a good work-life balance. A healthy workplace must promote dignity at work; protect and promote employees' health and safety; design jobs which provide employees with a degree of autonomy; and provide equitable access to training, learning and development opportunities.

What are the benefits of a healthy workplace?

Interest in health and wellbeing has grown significantly in recent years, with increasing evidence of its benefits to staff and as a result, patient outcomes. Creating the best possible working conditions for nursing staff enables them to deliver

the highest standards of patient care. Healthy working environments can improve the quality of organisational performance through the recruitment and retention of staff, a reduction in sickness absence costs and subsequent agency spend. The toolkit associated with the project can be found online at: www2.rcn.org.uk/newsevents/campaigns/healthy-workplace/toolkit2. It covers five domain areas: work-life balance; dignity at work; health and safety; job design; and learning and development. It is available to all employers, regardless of size or whether public or private and independent sector. You can assess your own organisation and identify opportunities for improvement, pledging to take these forward, sharing and celebrating outcomes and learning with others.

Mary Seacole Statue Unveiled



The RCN is proud to have supported the 12 year fundraising appeal which led to the unveiling of a new statue celebrating Mary Seacole, the Jamaican born nurse who cared for wounded soldiers during the Crimean War. Created by sculptor Martin Jennings, the statue is the first in the UK dedicated to a named black woman. It can be found in the grounds of St Thomas' Hospital in London. Sarah Zaroni, RCN South West Operational Manager, recently visited the statue and found it to be both emotional and inspiring: *'Having trained to be a registered nurse at St Thomas' in the ...*



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1980s I was keen to go and see the new statue. It is beautiful and has pride of place overlooking the Houses of Parliament. As I stood and looked at it I felt overwhelmingly proud to be a nurse'. More information about the project is available at the appeal website: www.maryseacoleappeal.org.uk.

Childhood Obesity Plan: RCN Concerns



The new Government plan on childhood obesity includes measures to introduce voluntary sugar reduction targets for food manufacturers and to make primary schools responsible for ensuring children get at least 60 minutes of exercise a day. The Treasury will also push ahead with plans for a tax on sugary drinks. Fiona Smith, RCN Professional Lead for Children and Young People's Nursing, said: *'Whilst it's right that the Government is focusing on the nation's health and the effect that habits formed in childhood can have, this plan is more notable for what it does not contain than for what it does. It is deeply concerning that there is no mention of plans to tackle the marketing which is aimed at children, which can normalise and incentivise unhealthy habits'*.

As well as expressing concerns over what is not included in the plan, the RCN has expressed its concerns about the effect on inequality and poor health in future generations if more is not done to tackle the problem. Fiona added: *'Many obese parents go on to have obese children, and this can lead to a cycle of inequality, ill health and social isolation which continues through the generations. Unless unprecedented efforts are made, we will be storing up problems for years to come'*.

Brexit



The RCN has called on the Government to secure the future of EU nurses working in the UK following the Brexit decision. The call comes as new figures reveal the extent to which the health service is reliant on EU nursing staff, and the potential damage that continuing uncertainty over their future could have on employers' ability to provide safe care. There are more than 33,000 European Union trained nurses currently working in the UK, more than 9,000 of whom joined the NMC register in the last year. RCN Chief Executive Janet Davies said: *'These are uncertain times for safe*

staffing in the health service, and a lack of concrete assurances over the future of EU nursing staff working in the UK is making the situation worse. It is vital that valued colleagues are supported to stay. A sustained lack of investment in training new nurses and years of pay restraint mean many experienced nurses can't afford to stay in the profession'. The RCN believes the Government must take urgent action to develop a coherent and sustainable workforce strategy for the future that recognises the critical contribution of overseas nurses as well as the pressing need to educate, recruit and retain a homegrown nursing workforce. For more information please visit www.rcn.org.uk/get-help/rcn-advice/brexit-implications

Did you know that the RCN works internationally, not just in Europe but around the world? More information can be found at www.rcn.org.uk/about-us/international

Fair Pay in the Independent Sector

The RCN believes that all nurses and health care assistants should receive fair pay, good terms and conditions and career development in a safe working environment, wherever they work. There is a growing body of evidence to show that better staff experiences are associated with better outcomes for patients. The RCN contends that the provision of fair pay for all nursing staff is fundamental to creating a positive working environment, which correlates with a positive experience for patients. For this reason the RCN is a supporter of the Living Wage, and believes this should underpin all pay rates. It's also why the RCN calls for fair pay for all nursing and care staff, and asks that this requirement should be taken into account by health and social care commissioners. The RCN also believes that all employers need to have a pay system that is competitive with the NHS. The NHS Agenda for Change system acts as an important national benchmark for pay, terms and conditions for all health care staff. While some of these employers base their pay rates on NHS pay structures, many set their pay rates independently. Around a third of RCN members are employed in the independent sector. Results from RCN member surveys suggest that many nurses change employers because of pay. This might explain why so many independent employers are experiencing recruitment and retention difficulties. The RCN would be ...



delighted to work with any independent sector employer, big or small, who wishes to review their pay, terms and conditions structure. Contact the RCN South West region at southwest-ern.region@rcn.org.uk for information or visit the website at www.rcn.org.uk/professional-development/publications/pub-004836

RCN Counselling Service

The RCN has a counselling service for members. This service is free and confidential and covers both personal and work-related matters like bullying and harassment, workload, new responsibilities, depression, anxiety, family breakdown, domestic violence, bereavement, substance misuse and eating disorders. The service operates over the phone and to save you money, one of the RCN counsellors calls you at the appointed time. During your first appointment the counsellor will establish what help you need, and arrange further contact if needed. To book an appointment please call RCN Direct on 0345 7726 100 between 08:30 and 20:30 seven days a week, 365 days a year. Alternatively you can self-refer by completing the form here www.rcn.org.uk/membership/member-support-services/counselling-service. This page will also give you more detail about the service.

Events

Let's Talk about End of Life Care

Working in conjunction with the National Council for Palliative Care, we are pleased to announce that this workshop will take place:

**Torquay
1 November 2016**

The workshop will be helpful to all health care professionals working in end of life care or caring for individuals with life-limiting illnesses in the acute, community and general practice setting. Participants will have the opportunity to explore their own role in end of life care in a safe environment whilst also considering new developments and resources. For more information and to book a place please visit: www.rcn.org.uk/news-and-events/events/eolc-torquay



Last Few Places: Regional CPD Events

This year's CPD events have been very well received and we

are now advertising the last few places at a free Health Care Assistant / Assistant Practitioner event which is open to both members and non-members:

**8 Nov 2016
Plymouth**

The theme for this event is 'Reflect, Celebrate & Anticipate' taking a look back at the rich history of nursing, celebrating today and anticipating what tomorrow will bring for HCA's. For more information, and to book a place at this event go to www.rcn.org.uk/southwest/southwest-events.

Hurry, as places are filling fast!

RCN International Centenary Conference

**22—23 November 2016
QEII Centre, Broad Sanctuary, Westminster,
London, SW1P 3EE**

A special conference to celebrate the progress of nursing and its impact on care. This event - the first of its kind in the RCN's history - will also consider the delivery of health care in the face of significant international challenges. Delegates will hear from a range of eminent health care leaders and key note speakers include:

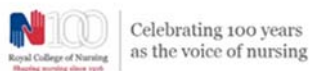


- Dr Phumzile Mlambo-Ngcuka, UN Under Secretary-General and Executive Director of UN Women
- Maureen Bisognano, former President and CEO, Institute for Health Care Improvement
- Dr Jim Campbell, Director, Health Workforce Executive Director, Global Health Workforce Alliance
- Dr Frances Hughes, Chief Executive Officer, International Council of Nurses
- Susan Hamer, Director of Nursing, Learning and Organisational Development for the NIHR Clinical Research Network (NIHR CRN)
- Matt King, patient advocate.

For more information, to see the programme and to book your place at this special event: www.rcn.org.uk/international-centenary-conference

The Voice of Nursing: Celebrating 100 years of the RCN

The Voice of Nursing: 100 years of the RCN invites you to explore how nursing has changed over the last 100 years. With stories from nurses themselves, discover how the RCN has developed from a small women's organisation in 1916 into the voice of nursing that it is today. The exhibition is available to view online at: www.rcn.org.uk/centenary/the-voice-of-nursing



Clinical

RCN Clinical Guidance

The RCN provides a range of advice on clinical matters. A selection of guidance can be found on the website at www.rcn.org.uk/clinical-topics. With topics ranging from dementia to female genital mutilation, safeguarding to nutrition and hydration, there is a significant amount of useful information available, regardless of your clinical setting. You are able to download topic-specific guides, access professional resources and publications as well as undertake topic-related CPD (which of course can be counted towards your NMC revalidation). You can also see what events are available related to specific clinical topics and, if you are an RCN member, join the relevant RCN forum for further information.

For more information on the forums and networks please see www.rcn.org.uk/get-involved/forums

Still Worried about NMC Revalidation?



One of the most common reasons for members to contact the RCN relates to their worries about their revalidating with the NMC. In particular, we are often asked about the requirements for reflection.

Reflection is the conscious effort to think about an activity or incident that allows us to consider what was positive or challenging and if appropriate plan how it might be enhanced, improved or done differently in the future. Reflection helps us to think about, plan and deliver high quality and safe care to our patients and clients. When reflecting you should

explore the nature of the practice activity or incident, CPD activity or practice related feedback. You should consider what you learnt and how this impacted on your practice. Of course, you should relate this to the NMC Code. The following questions might help:

- What have I learnt that maintains or develops my professional knowledge and competence?
- What do I know or can I do now that I couldn't do before attending / completing this educational initiative?
- What can I apply immediately to my practice and client care?
- Is there anything I didn't understand or need to explore further / read more about in order to clarify my learning?
- What else do I need to do / know to extend my professional development in this area?
- How does this activity relate to the NMC Code?

Further support and advice on revalidation, including top tips for reflection, can be found at: www.rcn.org.uk/professional-development/revalidation. In the meantime, make sure you have joined NMC Online and know when your renewal date is.

Competition

RCN100



As part of our centenary celebrations we are offering members the opportunity to win one of many exciting prizes, including £100 of RCNXtra WoWpoints!

Enter your membership details at www.rcn.org.uk/centenary/competitions/monthly-prize-draws where you will also find the competition rules. Good luck!

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