Many of you will remember much of the Summer and Autumn last year was spent by Branch members promoting the pay campaign.

In October we saw Jeremy Hunt announce the 1% cap on NHS pay was scrapped – thanks to the RCN’s hard-fought campaign. In the November Budget the Chancellor promised cash to fund a pay rise for nursing staff but said any additional money was conditional on reforms to the Agenda for Change contract and increased productivity.

Since then, RCN negotiators have been exploring the possibility of a breakthrough on NHS pay after years of pay cuts. We’ve started talking to the Government and NHS employers about what the Budget announcement might mean and what strings might be attached to any extra money for pay rises and reforms.

The NHS Pay Review Body process is also now underway and, along with the other health unions, we have submitted evidence in support of our pay claim, which we set out in September – a pay increase in line with inflation, an £800 flat rate payment – to start to close the pay gap – and investment in reforms.

Negotiating pay reform will not be easy – Agenda for Change covers more than a million NHS staff represented by 14 trade unions; there are four separate health departments in the four UK countries to engage with. However, the first opportunity for a discussion with government and employers’ representatives about long-term improvements to the Agenda for Change pay structure in a decade is a positive development.

The RCN’s priorities for reforming the pay structure include removing overlaps between pay bands and making it quicker to get to the top of bands by reducing incremental points. Protecting unsocial hours payments is an absolute must. However, the other health unions, the employers and government also have their own priorities.

If negotiators feel that making progress on reforms is possible, negotiations will be on the same basis as for the original Agenda for Change package, “nothing agreed until everything agreed”. This means all the detail will probably not be known until the end of the negotiations. At that point, the RCN will ensure members have all the information they need and there will be a full consultation before we could agree to any deal.

Following on from our last Branch meeting the #scrapthecap campaign has changed to the #closethegap. Following the Budget there were some hints that the seven year freeze on pay rises more than 1% would be addressed, however we are still unsure what that means.
Autumn of Learning

Post Graduate Medical Centre - Croydon University Hospital
Hosted by Inner and Outer SW London RCN Branches on the
24th November 2017

“A learning opportunity for best practice” By Sheila Gooljar

The day was hosted by Mike Smith and Pat Yiggon, Branch Chairs and Cynthia Davis, Chair of the RCN London Board. Cynthia was brilliant at her job, and welcomed all the members at the foyer of the Croydon PGMC’s lecture theatre as members arrived.

A very interesting day lay ahead and members were able to catch up with the latest news and focus upon their learning needs; and no doubt eager to learn about the ongoing changes in our NHS, Education and Health and Social Care sector.

The first presentation and lecture was titled - Dementia and Delirium presented by Moira Rowan and Nicola Zimmermann in association with the Alzheimer’s society. This was a very interesting session indeed.

While waiting for the next speaker ‘Paula Delany’ gave a brief update on the value of RCN membership, benefits of membership, and how members are covered by indemnity insurance.

Michael Fanning, Director of Nursing at Croydon University Hospital gave a pleasant and reassuring discourse. He provided excellent hospitality for the members present and put them at ease for the rest of the day. He also provided the wonderful meals, snacks and beverages throughout the day. They were excellent!

Cecilia Anim, our RCN President was the next to take to the stage, and gave the members reassurance about how as a member led organisation we could all play our part in making things happen. She went on to focus on the self-worth and determination of nurses to remain professionals, even in hard and challenging times.

This was followed by a presentation on ‘STP’s’ (Sustainability and Transfer Plans) by Charlotte Gawne, Director of communication, Louise Fleming, Director of Quality and Karen at Richmond, Merton, Sutton and Wandsworth CCG. A very interesting talk, and lots of questions from the members to clarify what STP is all about, what changes were likely locally and what next from a national perspective.

Photos Anti-clockwise - RCN stall, Branch chairs Pat Yiggon and Mike Smith with President Cecilia Anim; Rod McKenzie, RCN Vice President, Bernell Bussue, Head of RCN London; Theresa Welding, Sepsis nurse; Food; Louise Flemming, CCG; Moira Rowan, Dementia Specialist nurse St George’s & Nicola Zimmermann from the Alzheimers Society. Next page Delegates; Michael Fanning; Guests; Louise Flemming, Karen Richmond CCG; Caroline Adams, Croydon End of Life team.
AUTUMN OF LEARNING

continued from page 2

There was opportunity at lunchtime for members and colleagues to network. The Branches had provided tables which enabled us to have access to RCN resources, the Open University, NHS Professionals and other organisations including Liverpool Victoria who kindly sponsored the event.

Members were able to interact and share their feelings after lunch during the Stress management session led by Kate Bridle from the RCN Lamplight support service. This clearly depicted the need for additional support and counselling for some RCN members when their circumstances adversely change.

This was followed by the currently hot topic ‘Sepsis’ led by Theresa Welding a specialist nurse from Kingston Hospital. Theresa shared her powerful presentation showing her expertise in the field. An eye opener, full of good ideas, and what would constitute best practice regarding Septic patient’s care. Although the prevalence of Sepsis appeared alarming to start with, members were empowered to do more through sound teaching in this subject by the end.

There was no time to drop off as the day concluded with a session on the ‘End of Life Care’ by Caroline Adams, Clinical nurse Specialist/Palliate Care from Croydon Hospital. She kept the members focused on what the nursing priorities were and shared what was happening in the Croydon area with the delegates.

The whole study day was jammed packed ensuring members were given plenty of opportunities to keep up with their CPD and education for safe evidence based practice. A useful addition to their revalidation portfolio of learning and practice.

Members appreciated the resources and teaching, and left feeling contented.

Well done all!

Sheila Gooljar
Coach/Nurse/ Psychotherapist/Tutor - Educare

Thanks to Croydon University Hospital for hosting all 80 of us and providing such good refreshments. Thanks to all our speakers, RCN London staff for their support and Liverpool Victoria who sponsored the event as well. Thanks to the Branch volunteers who made the day such a success. Hopefully another one in 2018!
Outer South West London
RCN Branch meeting

Next meeting
Wednesday 17th January, 2018
Board Room, 5th Floor, Ferguson House,
St Helier Hospital, SM5 1AA
7pm–9pm

Branch News and Business followed by
Guest Speaker RCN London Development Officer

Alison Telfer
speaking on
Reflection,
Feedback & RCN resources for learning

This evening gives NMC registered members a learning opportunity for their
revalidation portfolio
Free refreshments will be served during the meeting all members and potential
members welcome

RCN Congress is moving to Belfast this year between May 12-16th, 2018.
We have been given 4 funded voting places. The application process went
on line this year and we had 7 applicants which the committee reviewed
based on the criteria given by Council and the London Board. The majority
of applicants who were not successful had not attended any local branch
meetings or activities and we did have concerns how they could represent
the Branches views if they did not attend our meetings. The criteria can be
accessed by contacting Branch chair Mike Smith. The following applicants
were successful:
Selven Armon; Dorsham Armon; Abraham Ponnumpurayidom
Sheila Gooljar.

In return voting members agree to attend all voting sessions and feed
back to the Branch what happened in Belfast and represent the views of
the Branch at Congress contact RCN London. Some funding is available
from London Region to enable an extra branch member to attend.

The Branch has submitted a ‘Matter for discussion’ to the Congress agenda
committee:
The NHS at 70 That this meeting of Congress discusses whether the NHS
is robust enough to support the evolution of digital health and innovation
as it celebrates its platinum anniversary. We await to hear whether we
have been successful.

ADULT SKILLS 4 Work

NESCOT - Epsom’s College of further and higher education are
offering fully funded (free) distance learning courses in 2018.
Topics include Principles of Dementia care; Diabetes management;
Falls prevention; Understanding Autism; Counselling skills;
Dyslexia and learning disability. Branch activist Sheila Gooljar
invites anyone interested to mention her name and apply by
Email: adultskills4work@nescot.ac.uk Tel 0208 394 8426
www.nescot.ac.uk

Branch chair Mike Smith (above) was invited to
attend a Parliamentary lobby on the 18th
October raising awareness on assaults on
emergency workers, along with some other
London members. Mike was able to meet eight
MPs including Sir Vince Cable leader of the Lib
Dems and explain why the legislation needed to
change as many nurses and emergency service
workers were not covered by it. The private
members bill went through its second reading
two days later unopposed and is well on its way
to becoming legislation thanks to our and other
emergency services lobbying.
National RCN News

The RCN has recently launched a consultation on organ donation consent after death. Go to the RCN web page if you want to contribute.

Our headquarters and regional staff frequently speak out in the media or in Parliament about under investment in nursing numbers, lack of work force planning, the Brexit effect on our numbers, the nurse age time bomb, the stresses that most nurses are now forced to work under as well as many other current nursing issues.

As stated earlier the RCN have submitted their Staffside evidence to the national pay review body which in turn influences what happens in the private sector, pay wise.

Maria Trewern, née Nicholson, (Pictured above) has been elected to lead the RCN’s governing Council from January. She takes over from Michael Brown who did a sterling job especially through the current pay campaign.

Branch chair Mike Smith was privileged to attend the RCN staff awards back in November after nominating our own Gerry O’Dwyer as making an outstanding contribution to us as members. Gerry works in the employment relations department but was the officer also responsible for recruiting Mike back in 1995. Mike said "I’m very please to say that out of the numerous nominations mine won through and he was given the award.”

London RCN News

Our London regional staff continue to appear on local and national media talking about the lack of affordable housing for nurses in London, the winter pressure crisis. RCN officers Paula Delaney and Judith Janes have been actively meeting with Trainee nursing associates at St George’s encouraging them to join us.

Meanwhile at a recent London Activist conference we met up with Yvonne Coghill (pictured above) who is Director – WRES (Workforce Race Equality Standard) Implementation in NHS England. Yvonne is coming to Epsom & St Helier at the end of January to speak at the relaunch of their BME (Black and Minority Ethnic) Group. Well worth a listen as able. Members also met Lewisham MP Heidi Alexander who did so much to prevent the closure of Lewisham A&E.
Mary Seacole Statue - worth a visit if your up in town

Mary Seacole was a Jamaican-born nurse who cared for wounded British soldiers during the Crimean War in the 19th Century. The statue's completion in 2016 followed a 12-year campaign which raised £500,000 to honour her. The memorial is believed to be the first statue in the UK to be dedicated to a named black woman and sits in the grounds of St Thomas’ hospital on the banks of the Thames, opposite the Houses of Parliament. Actress, political activist and broadcaster Baroness Floella Benjamin, a friend of the RCN, unveiled the statue on June 30th 2016.

The statue was created by sculptor Martin Jennings, and much of the money was raised by RCN activists and supporters.

RCN London Regional Director Bernell Bussue said at the time:

“The Mary Seacole statue at St Thomas’ Hospital is a fitting tribute to an important figure in nursing. The statue has been supported by RCN members from across the country and we are pleased to have been able to play our part in delivering this new London landmark. Mary Seacole is a symbol of nursing diversity throughout history and an inspirational figure for nurses from all backgrounds today. This monument overlooking the Thames means her memory will live on for generations to come.”

The impressive statue is accessible twenty-four hours a day as it is positioned within the open hospital grounds. There are inscriptions to read and the surrounding gardens offer a small seated oasis away from the busy streets of London and Westminster bridge. It is only a ten minute walk from Waterloo so well worth a visit if your up near town in the next few months.
Epsom & St Helier News - The CQC finished a three day visit to the Trust in January and attended the Trust Partnership forum meeting in November. No immediate concerns were raised and chief executive Daniel Elkeles made positive comments following the visit which happened at a time of extreme pressure across the Trust. Huge building works are currently going on to replace windows and some infrastructure such as a new dialysis unit and PGMC. New outlets such as M&S and WH Smiths are on their way. There are concerns though as Carillon is one of the Trusts main contractors and they collapsed, threatening many public funded projects and services including many hospitals.

Charlotte Hall, chief nurse is retiring in March but has been persuaded to stay on until the summer to support the new CNO. As we went to press a public announcement of who was to replace her was due to be made.

The Trust is relaunching its BME group with a guest speaker visit by Yvonne Coghill who is Director – WRES Implementation in NHS England. The staff survey previously suggested that many BME staff believed they were disadvantaged when it came to promotion opportunities and being treated fairly, so hopefully this group will help address the issues raised.

Nursing vacancies at the Trust are now averaging 17% pa. with a turnover around 15%. Like many other Trusts A&E performance has fallen to around 90%, 52% of staff responded to the staff survey (England average 45%) 78% of frontline staff had flu injection. The Government offered a substantial amount of money to any Trust achieving over 75% of staff immunised, but withdrew this when some Trusts were going to achieve it. There is talk of making flu jabs compulsory for health workers so that will make an interesting debate.

STPs are now going to be known locally as 'SW London Health care partnership' We are still concerned that very little attempt is being made to involve the unions in discussions about these changes are to be implemented.

Becoming an RCN rep gives you the chance to make a real difference to your patients, the working lives of yourself and your colleagues - and even the future of nursing. Find out more from reps themselves by reading The Value of RCN Reps: in our own words. This shows the many ways in which they help members and organisations, and how being a rep has changed their lives for the better.

If you are an RCN member and a registered nurse or a health care assistant in employment, you can apply to become an RCN steward, safety representative or learning representative. Being a rep is rewarding. You will get support from a close community of reps and RCN staff. Ongoing learning and development will help you become active as a rep and you will learn new skills which can enhance your nursing role. Students are not eligible to become reps, however, there are other ways you can get involved as a student member.

The benefits

As an RCN representative, you are:

- fully supported by RCN staff and by a network of other representatives throughout the UK
- specially trained, with your continuing learning and development needs met by the RCN
- legally entitled to reasonable paid time off for your learning and development and rep duties
- encouraged to access a specialist area on the RCN's website, which contains a wide range of resources
- kept up-to-date with news and information via your own monthly newsletter, Activate
- invited to attend national conferences and events
- entitled to a 25 per cent discount off the member rate for RCN conferences organised solely by the RCN
Dates of meetings in 2018 plus Useful names & numbers

2nd Feb Epsom Health and Well-being participation

Tuesday March 13th meeting in the Seminar room Epsom PGMC 7-9pm - Ross Little - Ovarian Cancer update

Friday May 11th Nurses Day event St Helier from mid day

May 12 - 16th Congress in Belfast

Tuesday 10th July Branch meeting and learning event at Croydon University Hospital with meal 7-9pm

Monday 17th September Branch AGM and Learning event Nonsuch Room St Helier 7-9pm

Friday 23rd November Autumn of Learning Event, Kingston Hospital? tbc

Current Branch Executive:

Chair & Publicity: Mike Smith
Secretary Joan Chappell
Treasurer Gerry Cotter
Recruitment Joan Chappell
Learning & Development Sheila Gooljar

Local RCN Stewards:

Mike Smith (ESH)
Gerry Cotter (ESH)
Kim Lewin (Community)
Selven Armon (CUH)
Helen Kerslake - Steward

Health & Safety reps
Sheila Gooljar (Independent sector)
Mike Smith (ESH)
David Simpson (Independent Sector)
Lynette Drakes (ESTH)
Sandra O’Connor (EGH)

Learning Reps
Ajay Boohoo - Learning Rep

*CUH - Croydon University Hospital
*ESH - Epsom and St Helier
* Community CCG's - covering Merton & Sutton, Surrey Downs

RCN London Region, 5th Floor, 20 Cavendish Square, London W1G 0RN
Tel. 0345 458 6968

Director of London Region
Mr Bernell Bussue

Raising concerns, raising standards (Whistleblowing) helpline for RCN members: 0345 772 6300

RCN Member Support Services 0345 408 4391.
The service offers guidance on benefit entitlement, money advice, counselling and careers.

RCN Foundation - bursaries, project grants and help for times of need or hardship - go to www.rcnfoundation.org.uk 0207 647 3645

We’re now on Facebook!
Visit our page soon - search on Outer SW London RCN Branch
Find pictures, Branch events and news regularly updated.