We’ve ‘scrapped the cap’ and ‘bridged some of the gap’

On the 27th June the NHS Trade Unions formally agreed the pay offer which sees all NHS staff get a 6.5% uplift over the next three years and for some members considerably more.

Thanks to our local NHS members, if you took the time to vote in the pay ballot. Most members who voted accepted the deal on offer (77% of eligible members), even though we know it fell short of the gap in pay going back to 2010. By the end of March next year, everybody’s salary will have increased by a minimum of 3% compared to a year earlier.

There had been some confusion over the deal in the last few weeks, which the RCN Chief Executive and General Secretary has now clarified - https://www.rcn.org.uk/news-and-events/blogs/nhs-pay-deal-an-update-for-rcn-members

To find out how much pay you will receive please go the pay calculator here https://www.nhspay.org/pay-calculator/

The Department of Health and Social Care recently announced that the three-year pay deal for NHS staff in England will be extended to staff on Agenda for Change contracts who are not directly employed by the NHS. This includes organisations that provide services directly commissioned by NHS Clinical Commissioning Groups (CCGs) and/or NHS England.

The RCN will also continue to lobby on behalf of our members’ in other independent sector workplaces for a similar pay rise.

There is also a partnership approach to health and wellbeing in the deal to address the current high rate of sickness in the NHS. We believe keeping staff happy and well at work would result in the desired rise in productivity. Better starting salaries will improve recruitment potential.
On May 9th over 100 nurses, managers and support health staff attended Epsom & St Helier’s (ESTH) annual Nurses’ day celebration which included awards for the top Nurse, Midwife and HCA. Amongst this years winners was our own Joan Chappell (Bottom left pic in red) who received an extensive amount of positive patient feedback through the ‘friends and family’ test. The Trust choir sang appropriate songs such as ‘I’m Still Standing’ and our guest of honour was the newly appointed RCN London Director Jude Diggens. Jude spoke of her background in nursing and her journey to the RCN and the privileges and challenges that brings. We were also joined by the new Director of Nursing at ESTH, Arlene Wellman who praised the work of nurses and nursing in the Trust.

LOCAL RCN NEWS

The Branch engaged locally with the Pay consultation through May and June. A meeting was held at St Helier hospital by the Branch at the beginning of May to answer members questions and gain a better understanding of what the deal would entail. See page 1 for further information about the deal.

In July we helped celebrate the 70th birthday of the NHS across the patch (see page 6).

New RCN representatives have come forward over the last couple of months following a change in the way reps can become accredited and we are pleased to announce that Jemaima Gubatan from Croydon CCG has been accredited as a Learning rep and Gloria Nwajei-Agha from Croydon University Hospital has been accredited as a Steward. To become active yourself click on the link here.

https://www.rcn.org.uk/get-involved/rcn-reps/become-an-rcn-rep

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.

We continue to represent and support dozens of members locally through sickness absence, disciplinary action, organisational changes, alleged bullying and harassment and NMC related cases.
**London RCN News**

**Housing:** A leaked document to the Guardian newspaper revealed that key worker affordable housing was being put on the market by hospitals as ‘surplus to requirements’ without consultation and developed into highly lucrative luxury apartments by the Royal Free Hospital in London. Keeping these houses for hospital staff has benefits to the local community including improving retention and recruitment of hospital staff.

A new RCN representative accreditation process has been introduced. The new pathway should mean that members who are interested in becoming a steward, health and safety rep or learning rep can do so much more quickly. Individual members can now independently put themselves forward and not necessarily go through the local branch. Once accredited foundation course dates are given to the applicant and letters sent to the employer and local branch executive advising of the application.

**Mary Wells** is our new professional nursing committee member for London. Mary is a lead nurse at Imperial Hospital. Mary said as a new Committee they are still finding their way. Mary told local reps her plan included improving communication with members, forums, integration with local Boards. Mary attended Congress for the first time and found it a rewarding experience. Work around professional issues will be the Committee’s focus but Mary is keen to engage with London members and the specialist RCN Forums.

**Students** in the RCN celebrated their half century at Congress this year. Local student information officer Dan Gooding received the student information officer of the year award for his exceptional contribution to his role as student information officer and for organising two conferences for his fellow students.

**Professional Nursing Committee** plan more scrutiny of CQC work and their lack of seeking our support and expertise in the workplace, even though we are not a regulator, we have worked with the capital nurse project.

**The Trade Union group** discussed surveying members to push forward the safe staffing agenda. We all want to deliver safe and effective care and this agenda is being picked up nationally after Congress supported a resolution making this a College priority. A publication called Safe and Effective Staffing - Nursing against the odds was published in 2017, and we want to work with employers to support improving the current situation. This may involve local action at Joint negotiating committees, promoting nursing careers in local schools, becoming more active in local communities, faith groups to encourage a more symbiotic relationship and to encourage the sponsoring of returnees.

Five **Autumn of learning** events have been planned around London. Our local one will be held at St. George’s Hospital Post Graduate Centre on Friday 23rd November 2018. It will include a free lunch. The agenda for the day will address professional issues and mark the anniversary of the Windrush generation. See page 7 for an outline of the day. Booking will be open by September.

The **NMC is withdrawing the medicines management guidance.** The RCN has indicated to the regulators that the RCN should be writing guidance for nurses in the future rather than the Royal Pharmaceutical Society.

**London nursing stats** 14.1% average vacancy in London for nursing. 9,400 vacancies advertised. Nurses are traveling 25% further to attend work than they did 10 years ago. 10 miles is now commonly travelled.
Royal College of Nursing Congress welcomed at Belfast Waterfront
12-16 May 2018

The London Region Reception at the Hilton was a great success and it was good to meet colleagues from across London.

There was something for everyone at Congress from debates to the learning events and exhibition. Tai Chi, mindfulness, spinal health and meditation were a few of what was on offer. I learned some simple Sign language from BSL thanks to Adam McCormick and arranged by RCN Inclusion/Membership Relations Dept. Yoga was very relaxing and a very popular event. An evening at The Titanic exhibition was fascinating. Who knew that there had been a fire on board for 3/52 prior to sailing!

During the Opening of Congress and Awards Ceremony, Cecilia Anim CBE, President of the College, made an inspiring speech. "Remember, everybody needs a nurse!"

She reminded us of the “power of speaking out louder together, making us stronger. That we need to be more active in supporting each other and we will be heard. We need a “Seat at the table or bring your own”

This is a summary of what was said by our own members.

Mike Smith representing the Stewards’ Committee brought the first Resolution to the podium on inaction by politicians regarding nursing Recruitment and retention.

It appears clear that there is a shortfall between the number of nurses in employment and the number of nurses that are needed to deliver safe and effective care. For every unfilled nursing post, there is a patient not getting the full care they are entitled to. Mike also said that as 1/3rd of nurses are over 50, there needs to be robust long-term planning and that the government is accountable. In Wales and Scotland there is Safe Staffing Legislation. This needs to be implemented in England.

Sheila Gooljar

Sheila said that it’s about time we make nursing an attractive career for all of us and for our future generation. A shortage of nurses in the Health and Social Care, Independent sector and the NHS reflects the NHS too. So, we need a ‘nouvelle’ approach. An approach that is robust to recruit nurses in an attempt to address such crisis that we are in today.

The end of Congress social was held at The Europa Hotel. There was much dancing, either to the band in the basement or to the swing band in the main dining room. A glorious end to a fabulous, inspiring week. Roll on next year in Liverpool.

by Joan Chappell Branch Secretary.
Around Congress with Branch members and special guests
In July the Branch helped celebrate the 70th birthday of the NHS. With events held at Epsom and St Helier Hospitals and at Croydon Hospital. Departments held Bake off events as well as NHS 70 tea parties for patients and visitors. The branch provided 400 special 70th birthday badges (see above left) which have become like gold dust as so many people wanted to get hold of them as a memento. ESTH hospital choir sang at St Helier reception to welcome people in and then were selected to sing in a special NHS celebration choir event at Guildford’s ‘G-Live’.

At Epsom and St Helier we put up stands at receptions, giving out slices of cake, badges and other mementos of the special birthday. ESTH chief executive Daniel Elkeles (below) visited the stand and later in the week provided sorbets to all staff as a small token of appreciation. Meanwhile midwives at the Trust had knitted special outfits for babies born on the 5th July 2018. They also had a retired St Helier neonatal nurse visit who was born on the 5th July 1948, the day the NHS was born. Thanks to all those who helped out on the day.
Inner & Outer South West London RCN Branches jointly present a free learning event:

‘Autumn of Learning’

Friday 23rd November, 2018 09.30 -16.00
St George’s Hospital, Post Graduate Medical Centre,
Blackshaw Road, Tooting SW17 0QT

Topics planned for the day include:
• Caring for Older People
• Mental Health
• Healthy Ageing
• Staff Well-being

Plus guest speakers and a resource exhibition  *all subject to confirmation nearer the time

The Autumn of Learning is a series of free, educational events in which members can learn new skills, deepen their understanding about issues affecting nursing and the health service as well as explore their own wellness and hear from impressive speakers.

There will be an opportunity for delegates who attend to build up their Revalidation portfolios as well as learn from senior specialist nurses. The day includes free refreshments courtesy of Liverpool Victoria and support from St George’s Hospital & the two local RCN Branches above.

To book for the event please visit the RCN London web site www.rcn.org.uk/london Places will be limited so early booking is recommended when online booking opens soon.
Dates of meetings in 2018 plus Useful names & numbers

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

Friday 23rd November Autumn of Learning Event, St George’s Hospital.

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) Pictured right ->>  
Gerry Cotter (ESH)  
Kim Lewin (Community)  
Selven Armon (CUH)  
Gloria Nwajel-Agha (CUH)  

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

Learning Reps
Ajay Boodhoo - (CUH)  
Jemaima Gubatan - Croydon CCG

* 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  
Jude Diggens

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 on Facebook @RCNOuterSWLondonBranch  
twitter @RCN_OSWL

or our page on the RCN website www.rcn.org.uk/london/get-involved/branches/outer-south-west-london

Find pictures, Branch events and news regularly updated.