



TRANSFORMING WOUND CARE

EMMA TAKES US INSIDE THE HOLISTIC CLINIC THAT'S SPEEDING HEALING AND SAVING NURSES' TIME

'ONE IN A MILLION' MATRON IS RCN NURSE OF THE YEAR P3 NEWS

'ABUSE OF PEOPLE WITH LEARNING DISABILITIES IS UNACCEPTABLE' P6 OPINION

NEW CAREERS RESOURCE HELPS PLAN YOUR NEXT MOVE P9 FEATURE

TALKING ABOUT SEX WITH MENTAL HEALTH INPATIENTS P15 FORUM FOCUS

The RCN represents nurses and nursing, promotes excellence in practice and shapes health policies.

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Cover picture by Tim George

Sun, sea and sangria



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Key milestone for nursing associates

More than 1,000 nursing associates (NAs) are now registered with the Nursing and Midwifery Council (NMC).

The new role was introduced to bridge the gap between health care assistants and registered nurses in England, and many NAs have already joined the RCN.

The NMC says 7,000 students have begun training as NAs and Health Education England aims to recruit a further 7,500 in 2019.

“It’s good to see more support workers being recruited to our health care teams,” said Lindsay Cardwell, Chair of the RCN Nursing Support Workers Committee. “The RCN is here to represent all nursing support workers and we look forward to welcoming lots more nursing associates into membership.”

If you work with an NA, let them know they can join the RCN. Visit rcn.org.uk/join

Do you want to influence change at the RCN?

Members have just over two weeks left to put themselves forward for election to 13 seats on RCN Council, the governing body of the RCN.

Nominations close at 4.30pm on Friday 19 July and voting will be conducted by postal ballot from 2 to 30 September. Elected candidates will take up their post on 1 January 2020 and stay in the role for four years until 31 December 2023.

Find out more and complete an online nomination form at tinyurl.com/rcn-council-2019. Email elections@rcn.org.uk to request a form in another format.

Wales bursary extended to students starting in 2020

Nursing degree students beginning their courses in the 2020-21 academic year will continue to receive NHS bursaries, the Welsh government has confirmed. While this is welcome, we want a commitment to longer-term funding. “Again we have just a one-year extension to an essential funding stream,” said Director of RCN Wales Helen Whyley. “It cannot continue like this indefinitely. The funding of nurse education is essential to building a sustainable workforce and filling the significant nurse vacancies across Wales.”

Student nurses in Northern Ireland and Scotland still have access to bursaries, with the bursary in Scotland rising to £10,000 by 2020. In England, however, the bursary was abolished for nursing students beginning their courses in 2017 and beyond, prompting the RCN #FundOurFuture campaign. Visit rcn.org.uk/fundourfuture to join in.

Outstanding nursing staff scoop RCN awards in NI



A nurse practitioner working in child and adolescent mental health has been named RCN Northern Ireland Nurse of the Year 2019. Emma McKinney

(pictured) works with young people in the criminal justice system who experience problems accessing support in the community (read more on page 12).

Runner-up was Colette Johnston, a specialist community public health nurse who leads the Northern Trust’s Transforming School Nursing project. The Chief Nursing Officer’s Award went to Morag Boyd, nominated for successfully redesigning gynaecology services at Causeway Hospital, Coleraine. And Macmillan clinical nurse specialist Terry McVeigh won the Patient’s Choice Award in recognition of his outstanding commitment and compassion. See tinyurl.com/ni-awards for a full list of winners.

Action needed on prison violence



The RCN is calling for urgent action to stop violence against nursing staff and other workers in prisons.

New research by the Joint Unions in Prisons Alliance (JUPA), of which the RCN is a member, shows more than a quarter of staff working in prisons have been the victim of physical violence in the last year. In addition, more than half of participants said they'd been exposed to the effects of psychoactive substances, including spice, with more than a third reporting becoming ill as a result.

Brian Morton, RCN National Officer and Co-Chair of the JUPA, said: "Poor reporting mechanisms and a failure to investigate the causes and consequences of these events is leaving staff feeling helpless and hopeless."

Interim NHS people plan published

The interim workforce plan for the NHS in England is good on ambition but too light on detail, says the RCN. The plan, launched to tackle shortages of health care staff, has a particular focus on recruiting more nurses but doesn't provide details on how this will be achieved.

RCN England Director Patricia Marquis said: "This document begins to tackle the real issues but many will reserve final judgement until funding levels and practical details are revealed. The NHS – and the people who use it – deserve a detailed solution to the current crisis, including a new legal framework on accountability for the workforce."

'One in a million' matron is crowned RCN Nurse of the Year



Picture by Tim George

Tara's tackled short staffing, improved workplace culture and enhanced patient care at her ophthalmology unit

RCN member Tara Matare has won the coveted title of RCN Nurse of the Year 2019. She scooped the leadership category at the RCNi Nurse Awards before being crowned the overall winner.

After specialising in ophthalmology almost by accident, Tara has gone on to develop her unit at Whipps Cross Hospital in London into a one-stop shop for eye patients, providing gold standard care by a highly skilled nursing workforce.

It hasn't been an easy road though. Over a 14-year mission to overhaul the unit, there has been a steady stream of challenges, including fighting ophthalmology's corner to ensure it wasn't overlooked in favour of higher-profile inpatient services and tackling an ingrained culture of bullying.

But Tara's greatest strength is her refusal to give up, says consultant eye surgeon Sudeshna Patra, who nominated her for the RCNi Nurse Awards.

Thanks to her ongoing passion, dedication and dogged determination, Tara has helped to create a hugely successful modern eye treatment centre where a supportive culture gives nursing staff the opportunity to develop and lead.

Amid all her achievements, this legacy is what she's most proud of. "I have been able to share nursing knowledge with my staff and give them the skills they need to sustain the service," she says.

For Barts Health NHS Trust Chief Nurse Caroline Alexander, Tara epitomises everything she could hope for in a nurse leader. "Tara is a real champion for improvements at the trust," she says. "Her positivity, drive, creativity and unwavering dedication are unmatched and have led to real changes at our eye treatment centre at Whipps Cross. She really is one in a million."

Visit rcni.com/nurse-awards to see a full list of RCNi Nurse Award winners.

4 GOOD NEWS

Nursing staff recognised in birthday honours



RCN members were among 30 nursing staff honoured for services to nursing and midwifery in this year's Queen's Birthday Honours

Mark Le Sage, Vice Chair of the RCN South Lincolnshire branch

“

They are an inspiration

(pictured), was awarded the British Empire Medal for voluntary service to the community and the rehabilitation of offenders.

For more than 15 years, he has helped to coordinate the Butler Trust award, which recognises outstanding work in prisons, probation and youth justice.

He founded a programme called *See Sense Not a Sentence*, which works to divert young people from crime. He also runs a project that collects and distributes clothes for children in need, including Syrian refugees and the children of families who survived the Grenfell Tower fire.

London South Bank University Chair of Healthcare and Workforce Modelling Alison Leary was made an MBE for her work remodelling crowd medical services in the English Football League.

Alison said that getting the award is a massive honour because she

feels so passionately about her work. “I think nurses should certainly lead on nursing and nursing research. Nurses and patients understand what the most important and relevant issues are,” she said.

The first member to be named the RCN Wales Nurse of the Year was also honoured with an MBE. Louise Poley, a consultant nurse for substance misuse at the University Hospital of Wales, Cardiff, led a multi-agency project to offer services to substance misusers. Her work has improved the nutritional status of the homeless population, reduced the risk of cognitive impairment and minimised the impact on local hospitals.

RCN Chief Executive & General Secretary Dame Donna Kinnair congratulated all nursing staff who were honoured. “They are an inspiration to their colleagues everywhere and, I hope, to young people who are considering a career in nursing,” she said.

2020 declared year of the nurse and midwife

Nursing will be in the spotlight next year, with 2020 declared the international year of the nurse and midwife by the World Health Organization (WHO). It means nations will celebrate the health benefits nursing and midwifery bring to the global population. 2020 also marks 200 years since Florence Nightingale was born.

RCN Chief Executive & General Secretary Dame Donna Kinnair said: “Modern nursing may be unrecognisable from the work of Florence Nightingale, but she would burst with pride at how far our profession has come.”

Nursing cadet scheme launched in Wales



The RCN has partnered with HRH Prince Charles to launch a new nursing cadet scheme in Wales.

Combining guided and experiential learning with clinical observational placements, the scheme has been designed to give young members of uniformed organisations an introduction to potential careers in nursing and the NHS. It's being piloted across Wales, in partnership with the Army Cadet Force, with a view to wider UK rollout in the future. Visit rcn.org.uk/nursing-cadets

The big picture



Picture by Alistair Linford

Nursing support worker Lorraine McLauchlan champions equality and diversity at Edinburgh Pride. She joined RCN members from across Scotland to march through the city last month. Visit rcn.org.uk/proud to find out about other Pride events the RCN is supporting this summer

MEET THE MEMBER



Each month *RCN Bulletin* asks a member to share a little bit about themselves

Name: Lynda High

Role: Health care assistant

Describe your role in three words: Bloods, dressings and caring.

How long have you been nursing? 14 years.

Why did you choose the profession? I was originally looking for a role where I could work evenings and continue to look after my grandchildren.

How did you get where you are now? I worked in retail, Carpetright and Safeway, previously.

What's the best bit about your role? Bloods and venepuncture.

And the worst? Dressings.

What helps you through a difficult day in work? My colleagues.

How do you unwind? I take the dog for a walk and spend time with my grandchildren.

If you could have a superpower what would it be? X-ray vision.

What's the best lesson nursing has taught you? To be compassionate and patient.

rcn.org.uk/hcas



PATIENT PERSPECTIVE



Karen Grattan explains the huge value of having a learning disability nurse to advocate for her son Patrick

Patrick has always been lovable but at seven and eight he was like a whirlwind. He didn't stop for anything. We had nine months of hell. If I asked him to have a shower at eight-thirty in the morning, by two-thirty he would have calmed down enough to do it.

People don't understand what it's like when your child's having a nine-month meltdown. It was such a bad period and if Laura, our learning disability nurse, hadn't been there, I think he'd be in residential care. I don't think my husband and I could have coped.

Laura was like a terrier, helping me find the people we needed. She helped in

talking to schools and to other health providers. She helped everyone listen to us and hear us. And she supported me.

It's so hard when you have a child with special needs but it's even harder when you have an adult with special needs because you have to scream and shout to get them what they need.

But Laura was always there, saying "Actually, this isn't okay, he needs support". And if things went wrong, she would help me put them right.

Everything she did was for the benefit of Patrick, so that he could have the best chance to do anything and everything. If he hadn't had a learning disability nurse, I don't think he would be anywhere near as well adjusted.

Read more on page 11

THE VIEW FROM HERE



Jonathan Beebee

RCN Learning Disability Nursing Forum committee member

As a forum we share the public's outrage at seeing people with learning disabilities being mistreated.

The abuse shown by the recent BBC *Panorama* programme is clearly unacceptable and we're grateful the mistreatment was brought to light.

More needs to be done to safeguard the human rights of people with learning disabilities. It is unacceptable that the way our support services are set up, commissioned and regulated does not protect people from abusive situations, and in some ways maintains them.

However, outside this tiny, dark corner there is a large group of people doing all they can to champion and empower those with learning disabilities. Tens of thousands of people every day are getting support that genuinely makes a difference.

Doing the job well doesn't make headlines. The negative news stories need to be heard and we need outrage to kickstart change.

But we also need the good news stories so people know what that change is achieving.

Showing the positive impact will help us to grow the workforce and in turn do more to protect human rights.

Turn to page 10 for more



What you've been saying

Nurses vital for recovery

Regarding Tom Ray's experience of nursing care (*RCN Bulletin*, June issue, page 5), he mentions a lack of communication and feelings of isolation.

In a recent discussion with a consultant I was doing a clinic with, she said the ward rounds she has no longer include nursing staff.

Nursing staff are a vital link in patient recovery and treatment, improving patient confidence and wellbeing.

It may be because of workload and staffing but it's vital for patient treatment on wards to have nurses there.

Isn't there also a need for today's nurses to be able to visualise and understand the vulnerable and compromised patient instead of just updating I pads and computers?

Liz Horder by email

Caution for bullying legislation

I've just read your article about campaigning for a law to prevent workplace bullying (*RCN Bulletin*, June issue, page 2). This is a positive move, but I think we should tread with caution when requesting legislation on this issue.

I'm a band 7 nurse at an NHS trust and since taking on the role in 2014 I've faced two allegations and investigations of bullying and harassment, something that's never happened in all my years as a nurse. The accusations were untrue and took a toll on my ability to do my job.

The last thing I would want is the threat of criminalisation as well as an internal investigation. Both these investigations hung around my neck for a long time.

Perhaps it should be enshrined in law that those who bring false allegations should also face the full force of the law?

Anonymous by email

QUOTE OF THE MONTH

“ I am so lucky to represent members with such strength and professionalism. It really fortifies my resolve to continue 'fighting the good fight'.

RCN steward Greg Usrey on how he feels about representing members in need

FOUR THINGS TO DO IN JULY

1. Plan your next career move with our new resource: rcn.org.uk/nursing-careers-resource
2. Check out *RCN Bulletin* online and read features on the move: rcn.org.uk/bulletin
3. Support equality for lesbian, gay, bisexual and trans people at Pride events across the UK: rcn.org.uk/proud
4. Master the power of positive thinking with our mindfulness films for nursing staff: rcn.org.uk/mindfulness

GOT SOMETHING TO SAY?

The RCN Magazines team is always looking for members to contribute to the opinion pages. If you're keen to share your views, email bulletin@rcn.org.uk

HOT TOPIC



After *The Guardian* described nurses as “doctor’s assistants” we asked members if they feel the public image of nursing is outdated and undervalued

People are often shocked I did a biochemistry degree before becoming a nurse, and even more shocked when I say my nursing degree was much harder. The huge scope of nursing is under-appreciated. As someone who doesn't wear a uniform or work in a hospital, people are sometimes surprised to find that I am a “real” nurse!

[Carly Le Marachel](#)

Working in mental health I've had patients insist on seeing the doctor as they've felt nurses aren't able to answer their most pressing concerns, mostly about medications. But we are able. In these cases I've often felt like just a messenger or gatekeeper to the medics.

[Cara du Toit](#)

As a school nurse people still refer to us as the “nit nurse”. We deal with safeguarding, offer support for emotional wellbeing, complex health needs, transition and so much more. As a profession we are undervalued given our profound and diverse skills.

[Lola Page](#)

As a lecturer I always get asked why nurses need a degree. Well it's about having someone who will question the care being provided by assessing, critically appraising, planning, using evidence and evaluating. We do so much more than make beds!

[Kaye Jones](#)

The public don't understand how complex treatments are now. It's not just a few pills and a hypodermic. They don't see the nurse giving thrombolysis for stroke and monitoring the results or responding to the cardiac monitor with PRN doses of atropine. [Rob Martin](#)

MESSAGE TO MEMBERS



Dame Donna Kinnair RCN Chief Executive & General Secretary

I'm so pleased we've launched a new nursing cadet scheme in partnership with His Royal Highness the Prince of Wales (see page 4). It's right that the RCN is involved in developing programmes that encourage young people to enter this rewarding profession and I'm proud we're supporting a new generation of nurses to begin their exciting careers.

The scheme shows what can be done when there's a flicker of an idea that captures the imagination of nurses who have passion. Nursing staff are known for their tenacity and determination, but this issue of *RCN Bulletin* shows that we're also innovative, smart, persuasive and brave.

The winners of the nurse awards featured in this issue have all helped transform care. They're remarkable, but you are too. Every day as you advocate for your patients, you're showing leadership and compassion. You're fighting for them when they're not able to and you're supporting them through the most difficult times of their lives.

We're all leaders in our own way, even if our job titles don't always reflect how we manage, influence and guide. Our diversity is our strength. Nursing professionals bring skills, talents and experience from all backgrounds and walks of life. It's vital that we're consulted on clinical decisions and not passed over because of our role, race or gender.

rcn.org.uk



Opening my eyes

Zoe Hilton explains how caring for refugees overseas has influenced her practice on home soil

I've travelled to northern France to give humanitarian aid to refugees and displaced people three times in the last two years.

Volunteering with the First Aid Support Team (FAST) has opened my eyes and influenced my practice in more ways than I could have imagined.

The breast centre where I work full-time in Llandough is very multi-cultural with some patients coming from countries where there is political unrest. Volunteering in the illegal refugee camps has changed my perspective of their experiences, expectations and cultures.

The opportunity to step into the often dangerous, hostile and inhumane living

conditions has allowed me to draw on those conversations and images when seeing similar scared, anxious and sometimes angry patients in clinic.

Refugees have often been let down by governments, by legislation and by the people who are supposed to keep them safe. It is therefore understandable that they may not meet your eye, they may give incorrect personal data and they may not thank you. They have no reason to trust us.

By volunteering for FAST I've gained experience to confidently empathise with educated understanding. I aim to pre-empt the personal, legal and cultural issues that may arise. By doing so, I hope to create a higher standard of care that supports patients and also other members of the team, who may not have had the same experiences or insight.

Visit f-a-s-t.eu to find out more.

Rebuilding lives close to home

Nurse Debbie Creaser leads an award-winning team that helps people with psychotic illness leave remote locked rehab units and live independently in the community of their home city

Imagine you've been diagnosed with a serious mental health problem. You feel isolated, confused and terrified about your future. It's suggested inpatient care is the best option to help you recover safely. This is in a locked rehab unit miles away from your home. Days turn into months then years.

This is the reality for people with serious mental illness in many parts of the UK, including Sheffield, until nurse Debbie Creaser (pictured) and her colleagues suggested a different way.

"I was a deputy manager on an inpatient rehab and recovery ward when I was asked to find out how many people from Sheffield had been placed in locked rehab units outside the city," she recalls. "It turned out to be 50, some of whom were up to three hours' drive away from their families."

This prompted discussions at senior level, with the clinical commissioning group recognising the value of mental health specialists and devolving funds to Sheffield Health and Social Care NHS Foundation Trust. Debbie got a new job as a case manager, responsible for taking a more proactive approach to caring for those in locked rehab units outside the city and enabling their return to Sheffield.

"I talked to them about what support they needed. We created bespoke care pathways and quite quickly helped them to come back, to their own homes, their parents' homes, supported accommodation or inpatient services."

A further proportion of the budget was devolved and the Community Enhancing Recovery Team (CERT) was born. Five years on it has 60 staff, including 11 nurses. Debbie is the team manager.

"We could have built a locked rehab unit in Sheffield, or commissioned one to treat people locally," she says. "But we wanted to be more ambitious and deliver care in a completely different way."

It means frequent visits to those in locked rehab units outside the city, building relationships and developing holistic care packages to help them live in the community.

The team works in partnership with South Yorkshire Housing Association to find appropriate accommodation and provides up to six hours' support a day, until the person feels self-sufficient and is discharged to the community mental health team or GP.

Continuing recovery

"For too long hospitals have been working to solve all of people's problems," says Debbie. "But recovery can continue in the community. People have a much better quality of life. We support them to develop the skills needed to live independently, be that building social networks, cooking a meal or changing a lightbulb. The impact this is having is huge."

More than 50 people have returned to Sheffield, with most living independently in their own homes. The number of out-of-area treatment bed nights has been almost entirely eradicated and emergency department attendances



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The impact this
is having is huge

Sheffield's Community Enhancing Recovery Team won the Team of the Year category in the recent RCNi Nurse Awards. See a full list of winners at rcni.com/nurse-awards

Words by Kim Scott.
Picture by John Houlihan

and hospital admissions have fallen significantly. The reduction in out-of-city expenditure now funds the team.

"I'm immensely proud of what we've achieved," says Debbie. "It can be challenging to take positive risks, but the difference we're making and the hope we hold for the people we care for is incredible."

"We invest time in our team and that pays off. We have protected time for reflective practice and quality improvement, which I think is vital. And we work as a whole team. We don't make clinical or service improvement decisions unilaterally. Everybody is involved."

What's your next move?

Career planning might not come naturally to some, but our new resource hopes to inspire you to consider all the options

“We know many nursing staff approach their career progression in an ad hoc way, pursuing something because they happen to be there at the time,” says Gill Coverdale, the RCN’s professional lead for learning and development. “Not many sit down and create a two, five and 10-year plan.”

To address this, the RCN began working on a careers resource to support nursing staff thinking about their next moves. Its aim is to encourage staff to consider the full range of possibilities, including clinical, educational and leadership roles.

After discussions with Health Education England (HEE), the two organisations joined forces, creating a successful collaboration.

Launched at RCN Congress in May, the interactive, online and UK-wide resource has been built around seven themes and includes case studies, podcasts and links to further information. There is also guidance for the clinical support workforce, including a scenario of a care assistant moving into a nursing associate role.

“The resource helps people think about the different opportunities that are available and where they might go next,” says Gill. “It’s encouraging them to think that staying in a hospital setting doing 12-hour shifts isn’t their only choice, if they’re not happy there.”

“We know that people become tired and there’s not always enough flexibility in clinical roles. But there are many other options that mean they don’t have to leave nursing. We hope it inspires people to think differently.”

What makes the resource unique is the breadth of opportunities it presents, alongside the many routes to achieving them. “You don’t have to know where you want to move or progress to, to use this resource,” says senior nurse in professional development Danielle Fullwood, who led the project at HEE.

Simple to use

So far, the resource includes 18 personas, depicting the most commonly searched items on career advice sites. “It’s the first phase of a much bigger project,”

explains Danielle. “There are so many other roles and career journeys to illustrate and we’ll be focusing on these in the future.”

Among those who have been involved in piloting the resource is Monica Jose, who responded to an RCN tweet asking for volunteers. Overall, her verdict is that it’s a very useful resource for everyone at all stages of their nursing career, whether just starting out as a student or with many years of experience, but looking for the next move.

“It’s very easy, quick and straightforward to use and there’s no jargon,” says Monica, who qualified as a nurse in the Philippines in 2012 and now works on a ward caring for older people at the Queen’s Medical Centre in Nottingham.

“It’s a decision-making tool that will help you plan your future steps,” she says. “One of the big career problems is getting stuck in a role that doesn’t satisfy you anymore. Sometimes you need to have your eyes opened to other opportunities.”

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Sometimes you need to have your eyes opened to other opportunities



Use the resource now at rcn.org.uk/nursing-careers-resource

Words by
Lynne Pearce

The changing landscape of learning disability nursing

Learning disability nursing has a long history with much to be proud of. But it has also faced severe challenges. As the specialty celebrates its 100th anniversary, how does the future look?



Patients in a dining room at Normansfield Hospital, Teddington 1979

A defining moment in the history of learning disabilities happened 100 years ago with the introduction in 1919 of the first designated training course for nurses working in the specialty.

It was established by psychiatrists, and successful students gained a certificate in “mental deficiency” nursing. The language reflects the times and may not seem especially enlightened now. But the course marked the start of steady progress towards a more humane and insightful attitude towards those once termed “feeble minded”.

The path from there to here has not always been smooth. Institutional care, well-publicised instances of neglect, and a persistent perception of learning disability nursing as a Cinderella service have blighted the specialty’s many achievements.

A BBC *Panorama* programme, aired in May, exposed abuse of people with learning disabilities at a hospital in County Durham.

The programme prompted an emergency debate at RCN Congress where speakers condemned the abuse they said overshadowed the excellence of many services. They demanded government action to safeguard the human rights of people with learning disabilities, including more investment in staff with specialist skills.

Workforce shortages

Now a new threat hangs over learning disability nursing. The number of applicants has been declining for years but when the student bursary ended in England in 2017 it triggered a challenge that may prove difficult to resolve.

“Most of those who apply to be learning disability nurses are mature students,” says Jonathan Beebee, who sits on the committee of the RCN Learning Disability Nursing Forum. “And if they don’t have a bursary, it becomes unaffordable for them.”

He cites recent research which found that 50% of universities were considering stopping their learning disability nursing courses.

Other challenges, according to a report by the Council of Deans of Health, include problems recruiting learning disability nursing educators and no clear career pathways for graduates.

But efforts are underway to reverse the trend. In the RCN South West region, for example, work has been undertaken to highlight the crisis in learning disability nurse recruitment, with an item aired on BBC regional news.

The problem is especially acute in the region because its last remaining learning disability undergraduate course, at the University of the West of England (UWE), was at risk of closure last September through lack of applicants. Student numbers had fallen from 30-plus to just 14 last year. “That doesn’t make a viable course,” says Kim Scarborough, UWE senior lecturer in learning disabilities nursing.

Prospects are brighter now, however, after local NHS employers sponsored their

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Most of those who apply to be a learning disability nurse are mature students. If they don’t have a bursary, it becomes unaffordable for them

Words by Daniel Allen.
Picture of Patrick, Karen and Laura by Tim Pestridge.
Picture of Normansfield Hospital by John Minihan

support workers to undertake the course. “We definitely wouldn’t be here if we didn’t have such good working relationships with the local trusts that provide our placements,” Kim says.

Although pleased the course is continuing for now, with at least 20 students expected to begin their training in September, she says sponsoring students is probably not sustainable.

In the meantime, UWE, like other universities, is reaching out to schools and colleges to promote learning disability nursing and to encourage students who show an interest.

Specialist care in jeopardy

But the real tragedy of this continuing threat to undergraduate courses is that people who require the support, care and advocacy that nursing can offer may be jeopardised.

Laura Bond exemplifies the life-changing difference that skilled nursing can make.

Laura is a community learning disability nurse with a children’s service in Devon. She has worked in learning disabilities for more than 30 years and in that time has witnessed considerable change in the way services are delivered. Fundamentally, however, her role is unaltered.

“I strongly feel that the work I do and the people I look after remain the same,” Laura says. “The needs of people with learning disabilities are always going to be there, wherever they live, whatever decade, whatever century we’re in.”

Laura began working with Patrick Grattan and his family when Patrick was seven years old.

“When I met him, he was really struggling,” Laura says. “He was

in mainstream school, which really wasn’t helping him.

“The only way he could communicate his needs was through behaviour, so a lot of my work at the beginning was to try and assess that behaviour and work out for him how I could help him in school, in clubs, in his life.”

At the time Patrick’s parents were finding it difficult to cope. Patrick was aggressive and sometimes violent, and when he wanted to play with other children his approach sometimes upset them, leaving him feeling rejected.

Although a school nurse tried to give help and advice, she had no specialist training. “His parents were finding it really hard because the school was saying very negative things – not on purpose but just reporting back the things he was doing,” says Laura.

With time, patience and persistence, she helped Patrick see how his life could be improved. As with other children she works with, she told him she wanted him to be happy, smart and safe. “I do a lot of work around risk and I always add ‘safe’ at the end, and

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The needs of people with learning disabilities are always going to be there, wherever they live, whatever decade, whatever century we’re in

quite often that makes a child look up and think, ‘Hang on, this isn’t just someone saying you mustn’t do this or that’.”

Slowly, she gained Patrick’s trust. Respite, a change of schools, and Laura’s strong advocacy and persistence all contributed. Now, he’s at college and although he’s turned 18 she continues to see him and his family.

Patrick calls Laura a “dear friend”. “She’s been great,” he says. “She’s helped me through my problems and things would be very different without her.”

He describes techniques she suggested to help him in difficult times – when he was finding it difficult to communicate his needs, for example.

And she was with him when he first went to college, easing him into unfamiliar surroundings. “She was just there to support me,” he says. “It was very useful. And college has been great for me so far. I’ve been learning so many skills, and made friends and relationships.

“Things are much better than when I was younger.”



Patrick with his mum Karen (left) and nurse Laura

Psych support for vulnerable kids

RCN Northern Ireland Nurse of the Year Emma McKinney tells us about her crucial work to secure mental health care in the community for young people in the justice system



“I feel that it’s a privilege to help these children,” says Emma (pictured), describing her work as a specialist nurse practitioner in child and adolescent mental health services (CAMHS).

“For many, it’s the first time they’ve come into contact with a professional they feel they can talk to and trust. I’m here to make them feel safe and to build a relationship with them.”

Emma has been based at Woodlands Juvenile Justice Centre in Bangor since the start of 2018. She works with young people within the criminal justice system who can often experience difficulties accessing community

mental health services. This is despite many of them experiencing extensive problems such as drug and alcohol misuse, homelessness and abuse.

Emma’s job is to speak with the children if they request it, and assess their mental health needs. “All children, wherever they are, have access to CAMHS, but some of the young people I see are far from where they live and it’s difficult for them to get support.”

Setting up systems

Emma was nominated by her manager for the RCN Northern Ireland Nurse of the Year Award for implementing a protocol

supporting the transfer of care between Woodlands and community CAMHS teams in the five trusts in Northern Ireland.

This has resolved issues including inadequate discharge planning and inconsistencies in service provision. Most importantly, 100% of young people who accessed the service prior to leaving Woodlands are now able to receive care and support from their local trust CAMHS team.

“I want to make sure these children are getting the support they need once they’re back in their own communities. I know it’s a cliché, but I like to think I make a difference, whether it’s immediately or further down the line when someone can say something as simple as I listened to them.”

Winning the award has come as a shock to Emma and is likely to open career opportunities. But for now, she’s focused on further improving the service she’s in.

“I love my job and the children I work with are brilliant. I get the best of both worlds as after qualifying I worked in forensic nursing and now I get to combine forensic with children’s mental health, which is a unique and exciting position to be in.

“I’m just getting started where I am. The service is relatively new and evolving and it’s great to be a part of that. I just want to keep doing what I do and helping to make children’s lives easier. I want to empower young people so they feel they have a choice about their future.”

“

I want to empower young people so they feel they have a choice about their future

Words by
Susan Embley.
Picture by
Simon Graham

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Emma's clinic transforms wound care

Emma Williamson from the General Practice Nursing and Public Health forums explains how her holistic wound care clinic is speeding up healing times for patients in West Suffolk



“The target is to have all patients with below-the-knee wounds healed within 12 weeks,” says Emma Williamson, Practice Nurse Manager at Angel Hill Surgery in Bury St Edmunds (pictured). “With the changes we’ve made, all but three of the wounds we’ve treated have been healed within six weeks.”

Emma, winner of the wound prevention and treatment category of the 2019 RCNi Nurse Awards, developed a holistic clinic that’s accelerated wound healing times. Her initiative addresses medical and lifestyle factors that could prevent a patient’s wound from healing, catching issues as early as possible. After less than a year, patients are being discharged faster than ever and nursing staff have 16 extra hours a week to dedicate to other tasks.

Emma began by looking at RCN and NICE guidelines on best practice for wound care treatment, reviewed evidence and spoke to district nurses. She then

created a comprehensive checklist to guide practice nurses through a one-stop clinic. It covers medical factors such as measuring the wound, treating oedema and pain, taking swabs to check for infection, checking markers for diabetes and taking bloods to look for dehydration. Nurses then tackle lifestyle factors, referring patients to pre-diabetic, smoking cessation and exercise programmes as necessary. They also assess footwear and fall risk.

“You need to put in a bit of extra time with each patient at the beginning but that more than pays off with the end results,” explains Emma.

Persuading partners to invest

The evidence also convinced Emma that a more efficient way to perform Doppler tests would bring huge benefits to patients and nurses. She requested funds for a Huntleigh Doppler machine, which allows one nurse to perform

the test in 10 minutes, rather than two nurses in 30 minutes for the standard Doppler the practice already owned.

Swift Doppler testing allows nurses to check whether patients can receive compression bandaging, a measure that can speed up wound healing. “The main stumbling block is the cost of the Doppler machine,” Emma says. “I managed to convince the partners that with what we would save on nursing time it would be worth the investment – within the first few months it had paid for itself.”

Alongside the one-stop clinic, which the surgery now runs one day a week, Emma found other ways to improve wound care. “Training for practice nurses wasn’t available locally to us,” she says. “I pushed for us to be eligible for a two-day leg ulcer training course and arranged for patients to go to a local pharmacy to be measured for stockings. That’s saved us time, and patients are saying the stockings are comfortable and they’re actually wearing them.”

The efficient use of stockings and reduction in dressings needed means that from August 2018 to November 2018 the surgery’s monthly spend on general supplies dropped by more than £1,000.

The success of the clinic has interested other local GP practices and Emma is keen to widen use of the model. “What’s really great is that anyone could implement these changes,” Emma says. “They’re things that we all do every week, but it’s just putting them all in one checklist.”

“

You need to put in a bit of extra time with each patient at the beginning but that more than pays off with the end results



🕒 The Wound Prevention and Treatment Award of the 2019 RCNi Nurse Awards is sponsored by BBI and Arjo

Words by Rachael Healy. Picture by Tim George

Let's talk about sex

"Patients are still sexual beings," says Rachel Luby, clinical practice lead and member of the RCN Mental Health, Public Health and Justice and Forensic Nursing forums. "They may be in hospital, but they still have sexual needs."

Rachel worked in a forensic mental health unit in Hackney, London. She discovered a "backwards" attitude to sexuality when one patient possessing pornography was told it violated the unit's policy. Her work to transform approaches to sexual health and intimacy have now earned her the RCNi Mental Health Nursing Award 2019.

Rachel's patients are preparing to re-enter the community and many have unescorted leave. She felt the failure to address sex and intimacy could create issues after discharge. "Positive relationships can protect against mental health deteriorating," Rachel says. "And we can prepare someone to talk to their mental health community team about new relationships."

Rachel involved a patient in the core team: "He's brought insight none of us could ever have." She organised sexual health training

for nurses, STI screenings for patients, made sexual health part of patients' monthly care planning and changed the centre's policy on pornography.

“Patients discuss things like dating after you've spent a long time in hospital

There's also a love, sex and relationships group, for more informal talks. Rachel says: "They discuss things like dating after you've spent a long time in hospital, or at what point you tell someone about your mental illness or index offence."

The changes are already having a positive impact. Incidents of sexual remarks and harassment on the wards have fallen, and patients say they feel twice as confident speaking about sex.

"The next step is taking it across the whole unit," Rachel says. "Across the trust, I'd also like patients to be offered sexual health screening on admission and asked about their sexual health history. We were already doing work around sexual violence – this project puts the focus back on the patients."

Every day's a school day

A practical approach to training has earned Tracy McGilligan (pictured) the Learning in Practice Award at the 2019 RCN Northern Ireland Nurse of the Year Awards.

Tracy, practice educator in the emergency department at Altnagelvin Area Hospital and a member of the RCN Education Forum and Emergency Care Association, has worked hard to make educational initiatives accessible.

Recognising that her department is busy and often understaffed, Tracy set up a programme of two 10-minute sessions a week, so nursing staff can attend around their workload. She's even covered clinical roles, freeing up colleagues to join in.

A course she sourced on life support includes weekly simulations to increase staff confidence and skills. If someone



Picture by Stephen Latimer

can't attend, Tracy makes sure the key messages are shared with them.

Tracy is passionate about quality improvement and has helped drive a 30% increase in the number of patients triaged within 15 minutes. She also collaborates with colleagues to improve staff retention, and supports them with their own quality improvement work.

THE VIEW FROM HERE



Picture by David Gee

Rachel Taylor RCN Research Society committee member

Sarcoma is a really rare cancer type. Those who have it are distinct from other cancer patients. They have a longer clinical follow-up and they're often told up-front there is a chance they will have a recurrence. They identify as patients with sarcoma, rather than patients with cancer.

There's been very little research into the experiences of patients with sarcoma, so we really don't know enough about how we can support them. My project, the Sarcoma Assessment Measure (SAM), aimed to get a detailed understanding of patients' experiences of living with and beyond a sarcoma diagnosis and use this to create a measure that reflects those experiences. We've had nearly 1,000 patients take part, which is incredible. It means we have enough evidence to develop interventions to support people.

A lot of cancer-specific quality-of-life measures focus on physical symptoms. But as we broke down our interviews to identify the top 100 things that were important to patients, 68% were related to emotional wellbeing. Now, we want to work with patients to develop something to help them take ownership of appointments and remind them what they want to ask their clinical team. And we'd like SAM to be freely available to other organisations.

Rachel won the excellence in cancer research category of the RCNi Nurse Awards, sponsored by Cancer Research UK. Visit rcni.com/nurse-awards

16 EVENTS

For details of more events visit the region and country pages of the RCN website or go to rcn.org.uk/events

London

RCN executive nurse network conference

26 September

RCN HQ

20 Cavendish Square

London W1G 0RN

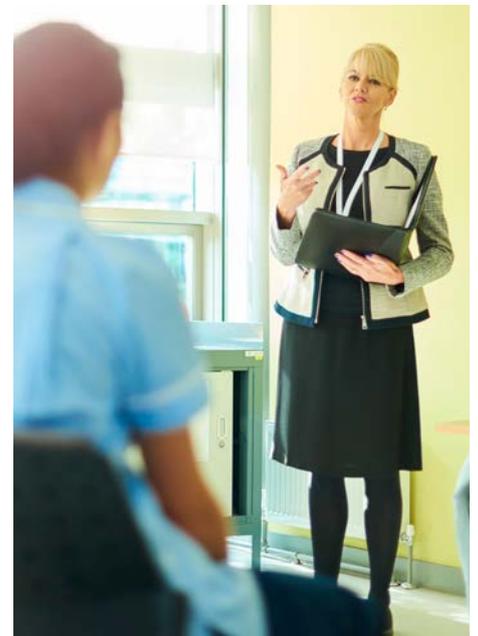
A world-record breaking explorer and a Paralympic champion are just two of the reasons why you should attend this conference aimed at senior nurse leaders.

The event aims to give nurses in executive roles a non-NHS perspective on leadership, resilience, emotional intelligence, compassion and excelling in conquering challenges.

Speaking at the event will be polar explorer Ben Saunders, a world-record breaker who has completed incredible feats of endurance. Best known for leading one of the most ambitious polar expeditions in a century, he was the first to successfully complete an epic, 105-day, 1,800-mile trek on foot to the South Pole – equivalent to running 69 marathons back-to-back.

Paralympic athlete, Anne Wafula Strike, who represented Team GB at the London 2012 Paralympic Games, will also be speaking about resilience.

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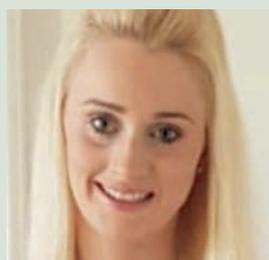
Priory Group want to invest in YOU and your future!

Our nurses are at the heart of our hospitals and older people's care services within Priory Group. This is one of the reasons why we have developed Priory Career Pathways, which supports colleagues ranging from those at the beginning of their career to those who are looking for the next step into the many roles we have available.

One of our pathways is designed to support nursing colleagues on their career journey, from those who are aspiring to become a nurse to those who would like a route into our senior management team or into one of the many specialist roles we have within the Group. Whatever your dream role is, we can support you to achieve it.

Trevor Torrington, Priory Group's CEO, explains why Career Pathways was developed: "Priory offers ongoing career opportunities across all departments and divisions. We want to ensure that a career with us is rewarding and fulfilling and this is one of the tools we use to facilitate our colleagues to excel."

Our ongoing Continuous Professional Development programme starts with our colleagues who aspire to join our amazing nursing team with the Nursing Degree Apprenticeship, a way of becoming a qualified nurse without the debt of undertaking the traditional qualification route. This is our second year of delivering the course, collaborating with new universities to make this accessible across our services.



Cat Bibby, Staff Nurse

When Cat joined Priory as a Healthcare Assistant four years ago, her intention was to leave after a year to work in a different field altogether. However, just a few months into her role, she discovered her passion for mental health and decided to pursue a career in nursing, making the most of the development opportunities available on Career Pathways to progress.

Cat applied to do a 3 year Mental Health Nursing course at a local university, which Priory supported her with by providing flexible hours so she could balance working with her studies. She also took advantage of the training Priory offers, such as safer administration of medications and rapid tranquilisation, tissue viability, working with offenders with sexual risks, and substance misuse training, to name but a few. Cat also attended Priory's preceptorship training sessions where she learned and developed many skills that nurses require.

We are able to support preceptor nurses by offering a structured programme with a dedicated mentor to allow newly found skills to be put into practice. As a qualified nurse, we continually support professional development. We also have a specific 'Return to Practice' programme for those coming back into the nursing profession, ensuring you quickly get back to doing what you love.

Due to the number of specialisms within our services, the opportunity to learn new skills is extensive. To maximise your exposure to these specialisms or to allow you to experience working at our different services, we have introduced a 2 year nurse rotation programme. This is an agreed placement structure based on an individual development plan with a member of the senior leadership team as a mentor who will meet your specific nursing goals.

Already found the specialism you love and a staff nurse is exactly what you want to be? Your development is not over; we offer clinical skills training and qualifications in mental health and physical health, Designated Safeguarding Officer training or train the trainer qualifications to mention only a few of the opportunities on offer that will give you what you need to enhance your career.

Jane Stone, Group Director of Quality, Nursing and Professional Development says: "We are absolutely committed to the development of our nurse team and have fostered a supportive and learning culture to ensure that all of their professional goals are met".

Some of our nurses have chosen to become Ward Managers, Hospital Directors or move into more specialist roles, and if this is for you, then we have a dedicated career pathway designed for you with learning, development and a bespoke leadership and management programme. We will also support you to develop your team to allow them to be the best that they can be and help to deliver the highest level of quality care.



Hazel McMullen, Reg. Manager

Hazel realised Priory Group was a great place to work while doing agency shifts as a Staff Nurse. She joined Priory's permanent staff and was developed and promoted through unit manager, deputy and is now a registered manager.

"I am passionate about my service, Bohill Bungalows, and can quite honestly say that of all the places I have worked, this one is amazing!"

If this isn't for you, we have specialist roles allowing you to share your knowledge and skills within the wider Group. This may be a clinical lead at your site or a role within our central quality teams or our safeguarding teams; whilst not a traditional nursing pathway, these roles provide great development. Providing specialist input into our services, this is an ideal opportunity for you to shape the clinical provisions in line with best practice, regulatory requirements and business objectives.

Priory Career Pathways encourages conversations about career goals and our recommended learning for you to get there. Some of our nurses follow a traditional nursing pathway, whilst others want to discover what else we can offer. With each step you take, you will agree a bespoke support plan with your manager or mentor, to ensure you are always achieving.

Priory Group is the leading provider of behavioural care in the UK, with sites nationwide and an established relocation policy meaning we won't tie you down to one site. We offer flexible working, a wide range of flexible benefits, payment of The Nursing and Midwifery Council (NMC) fees and support with revalidation.

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‘You need heart and humanity’

Jodie Alder is an advanced nurse practitioner in personality disorder. She describes what’s required to succeed in her role in an all-male, medium-secure unit



What does your job involve?

I work with 12 men diagnosed with personality disorders. As a senior nurse in the clinical team, I undertake assessments and provide group and individual therapies. I deliver training, supervise the nursing staff and work on quality-improvement projects.

Why did you become a nurse?

My aunt was diagnosed with bipolar disorder so I grew up with an awareness of how this affected her and the rest of the family. Her son was later diagnosed with an antisocial personality disorder, and I have always been drawn to helping men who express pain through violence and offending. I knew that I wanted to work in forensic mental health services before I began my training. I couldn’t imagine a career outside of it.

What do you enjoy most about your job?

The people I work with. I have fantastic support from my line manager, the unit matron and the ward manager. They understand what I’m trying to do while pushing me to learn more.

What is your greatest challenge and how are you overcoming it?

The stigma of personality disorder. There are many difficulties: recruiting staff to work in the service, supporting them to stay, and reassuring people who don’t work with us that we are a worthwhile and essential service.

Ours is a high-cost and high-risk service, but we are starting to offer the best possible care in the best possible environment. Recognising that there are no quick results, and that we may have more bad days than good ones at first, might be the only way we can overcome this stigma.

We are working towards the enabling environment award from the Royal College of Psychiatrists. This represents a huge culture shift. As a quality-improvement project, it is perfect for our men and for the staff, who want to help but often feel ill-prepared after nurse education to work with this group of people. It is worth the challenge though.

What inspires you?

The men I work with. To survive secure services with humour and resilience is incredibly inspiring.

What makes a good mental health nurse?

Heart and humanity. I can work with someone who lacks academic ability but, if a student doesn’t have heart and the ability to sit and talk, they will struggle. Our men are the most fantastic judges of character; they can spot disingenuousness a mile away.

What is likely to affect the specialty in the next 12 months?

The move towards co-production and co-facilitation in mental health services is about to take off. I recently attended a conference where one quarter of those who attended disclosed a lived experience of personality disorder. It had such a different feel to it from any other conferences I’ve been to.

I came away thinking of all the ways I want to involve our men more.

What advice would you like to pass on to students and junior staff?

Use social media to your advantage. I have learnt so much from Twitter and had some great opportunities. You can follow me @jodieannalder on Twitter



To see clients survive secure services with humour and resilience is incredibly inspiring



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We are looking for a candidate with experience of working in adult acute mental health settings with an interest in working with service users, their families and staff teams. You will need to have substantial knowledge, skills, and experience in providing CBT interventions with a range of complex presentations. You will need to be adaptive and flexible and enjoy working both independently and as part of a diverse team. You will need to have an interest in applying your expertise to understanding and supporting the team and system you work within, in order to help develop the therapeutic activity of the collective service.

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For further information about these posts, please contact Muhammad Jaunbocus (Ward Manager) on 020 8702 4968 or James Ennis (Acute Service Manager) on 020 8702 5613

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Kay Stokes, Senior Sister
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- Varied assignments across the country - England, Wales, Northern Ireland and the Channel Islands
- Typically two week assignments, nursing patients in their own homes on a one-to-one basis

If you enjoy providing the highest standards of nursing care on a one-to-one basis, please contact us today for an informal chat about the role. (Community and acute hospital experience an advantage.)

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RMN – CLINICAL LEAD LOOE, CORNWALL

An exciting opportunity has arisen for an experienced RMN to join our dynamic team. We are a family run care home in Looe, Cornwall, which comprises of a 50 bed General Nursing Unit and a 38 bed mental health community. Rated 'outstanding' for caring in our last CQC inspection.

We have recently become a 'Butterfly' home and follow the Bradford Model, which embraces person-centred care and promotes the principle of enabling people to live well with dementia.

We are looking for a highly motivated Registered Mental Health Nurse, who shares our vision to deliver outstanding care for people living with dementia. You will need to be compassionate, caring and a good team player. You will lead the nurses and carers, fully supported by the Registered Managers who are working daily.

Our home is purpose built. Situated in beautiful Cornish coastal countryside. Excellent road, rail and air links within easy reach. 30 minutes drive to Plymouth and onto all major road links. We will provide an excellent salary, ongoing training including external conferences etc and assistance with accommodation or relocation expenses.

For full details please contact SharonKeast@hillcrestlooe.co.uk or telephone Sharon on 01503 265151.

Find us at www.hillcrestlooe.co.uk and on Facebook as hillcrest house looe.



Brighton and Sussex University Hospitals
NHS Trust

Ansty Ward, The Princess Royal Hospital, Haywards Heath

Junior Sister / Charge Nurse

Brighton and Sussex University Hospitals NHS Trust is an acute trust, providing District General Hospital services to three quarters of a million patients each year. We also employ over 7,000 people and Ansty Ward is based at The Princess Royal Hospital in Haywards Heath.

We're looking for an experienced nurse to join the team to assist the Ward Manager in managing a 26-bed Urology and Digestive Diseases Ward. You'll be motivated with effective leadership skills and be able to work autonomously whilst also being an important part of the multidisciplinary team.

The role offers a perfect work/life balance as you'll be working in a beautiful part of the country and we're a stone's throw from the South Downs National Park. We also have great transport links; it's a 10-minute train ride to Brighton, a 50-minute train ride to London and Gatwick is conveniently situated too.

To arrange an informal visit and for any further information, please contact Babs Brown, Ward Manager on 01444 441881 ext. 8200 or 8240 or by email: barbara.brown18@nhs.net

To apply, visit: jobs.bsuh.nhs.uk and click on the 'Nursing & Midwifery' button. The job reference is 379-SURJUN029-19

Closing Date: 16 July 2019 Interviews: 24 July 2019

www.bsuh.nhs.uk

Opportunities around the corner

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Associate clinical trainers required across the UK

We require skilled individuals with a clinical or nursing background and a teaching qualification who can deliver clinical training topics to healthcare professionals in various settings.

Competitive rates of pay with expenses.

email CV to jobs@acutetrainingsolutions.co.uk or call 02920 494 969 and speak with Vicki Delahaye.



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Renal Dialysis Outpatient Satellite Units Career Opportunities in North Wales

We are a leading independent provider of dialysis services, looking to recruit to its Alltwnen, Bangor and Mold units in North Wales for various positions including **Senior Clinical Manager, Clinic Manager, Senior Staff Nurse, Staff Nurse and HCA.**

We provide a highly-structured learning programme with opportunities to study towards mentorship qualifications, degree and master's level in renal nursing, plus opportunities to attend national and international conferences.

The Company is a **Home Office 'A' rated sponsor** offering relocation assistance.

- All applicants must be NMC registered
- Salaries range from **£20,000 to £45,000** depending on experience (matching NHS pay bands)
- 35 days paid leave per year (including bank holidays)
- No Sunday working
- Guaranteed opportunity for promotion and salary review after successful completion and consolidation of the renal course.



For further information, please call:

+44 (0) 20 7581 3139

Alternatively, please email hr@renalservices.com for an application pack and specify which position you are applying for and the location.

Closing Date: 31st July 2019

No Agencies

www.renalservices.com



Are you a Nurse seeking a new challenge & looking to improve work-life balance?

We have excellent opportunities for you to become a qualified Disability Assessor. Utilising your clinical knowledge & broad-based medical experience, you will carry out face-to-face assessments & examinations, focussing on how a person's health condition(s) impact their daily life, then write clear, concise medical reports to assist decision making.

- Over **250** locations in the UK & NI
- Industry leading benefits package
- On-going CPD and revalidation support
- Fantastic opportunities to progress your career with clear pathways to senior roles

Starting salaries
£32k - £44.5k

Contact Ged for a confidential discussion:
e: dwalsh@meridianbs.co.uk t: 07464 542015

www.meridianbs.co.uk

London & Kent border

Chemotherapy Senior Staff Nurse (RGN)
£34,961 to £42,857 + benefits
Permanent & 12 month contract



You will be working with a world class team of healthcare providers.
You must have a chemotherapy qualification. You will receive excellent career development and a fantastic NHS benefits package!



Sterling Cross

kate@sterlingcross.com
01304 200317
www.sterlingcross.com



Oxfordshire Warwickshire border

Wardington House is a family owned nursing home founded in 1965. It provides specialist person-centred holistic care for people with dementia, without the use of routine tranquillising medication. Set in delightful gardens it provides a superb home for residents to enjoy their lives and for staff to enjoy their careers.

There is an opportunity for a committed, compassionate nurse to join our outstanding nurse led team.

Our residents have complex needs, both mental health and physical health. The ideal candidate will have an interest in both.

This role would be ideal for a nurse who would like to develop a rewarding career. Training is available for anyone wanting to develop their career or return to nursing after a break. The home has high staffing levels at all grades and was awarded the student nurse placement of the year for 2017. Accommodation may be available.

If you are looking for an outstanding job in an outstanding home please call **Jane Worrall** on **01295 750622** or email her at jane.worrall@wardington.com

Wardington House, Wardington, Banbury, Oxon, OX17 1SD



Would you like to be one of our shining stars at our next BUPA Cromwell Hospital Star awards?

Staff Nurses/Senior Staff Nurses/Sister/Charge Nurse
Full time and part time

Date: Monday 15 July

Time: Either 4.30pm-6pm or 6pm-7.30pm
Please book a place and let us know which session you'd like to attend

We are offering interviews on the day so if you'd like to stay for an interview, please let us know and email your CV in advance.

We're currently offering a welcome bonus of £2000-£3000 for new joiners.

Our new AICU dept is being built from scratch and moving from the basement to the first floor. It will be a bespoke 10 bedded unit, including both level 2 and level 3 beds.

Take a look at our careers page for details current opportunities, Learning and development, benefits, videos and open evenings: cromwellnursing.wearebupa.co.uk

For more information please contact Elisha.holligan@cromwellhospital.com or call Elisha on 07803 200 155.

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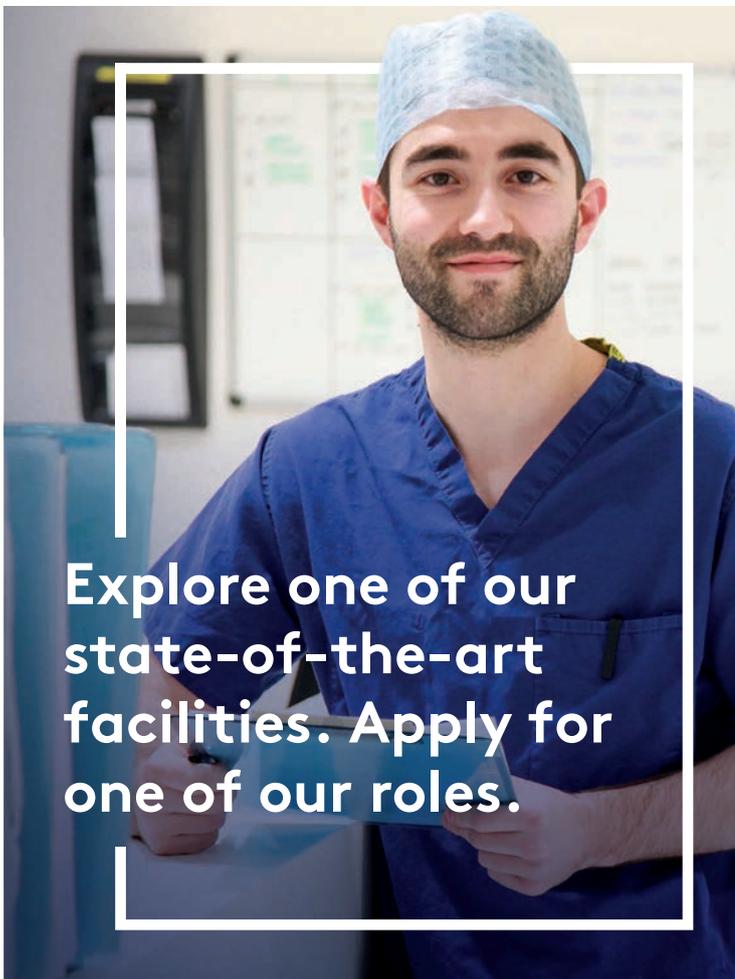
We understand your spare time really matters so this **half-day assessment centre** has been designed to ensure you only need to meet us once. You'll be able to learn more about our **flexible, full-time and annualised hours** opportunities and to explore our environment in either **London or Manchester**.

It's not just our facilities, treatments and technology we want to keep at the forefront of healthcare. It's our people too. So we will give you **industry-leading development opportunities** as well as a diverse range of lifestyle, health and personal benefits that are completely flexible.

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Band 8a - £42,058 - £50,470



Senior Nurse Endoscopist (Extended Scope Practitioner)

Working for NHS Lothian

Ref: ENDO/NE/2018/8A/06

Closing date: 26th July 2019

Endoscopy in Lothian is going through a programme of expansion/improvements we are excited to be recruiting a band 8a Extended Scope Practitioner/Senior Nurse Endoscopist to join our expanding Endoscopy Service within NHS Lothian.

The Endoscopy Service is run across 3 acute and 2 community hospital sites in the Lothians and a Regional Endoscopy Unit in Dunfermline, covering a population of 850,000 approx. The post holder will contribute to the delivery of diagnostic and surveillance activity as well as supporting the continuous development of the service overall.

We deliver a wide range of diagnostic and therapeutic endoscopic procedures, working closely with the specialties of Gastroenterology, Colorectal surgery, Upper GI Surgery, Respiratory medicine and Urology. We are seeking highly motivated, experienced and enthusiastic trained Nurse Endoscopists who want to assist in the continued development of the service.

The successful candidate should be;

- A fully trained Nurse Endoscopist able to complete Upper and Lower GI Endoscopic examinations and procedures, and fully trained to JAG accredited competencies as a non-medical Endoscopist for upper and lower endoscopy.
- Be an Independent non-Medical Prescriber.
- Have completed an associated academic qualification preferably at Masters Level.
- They must be able to work in an autonomous and unsupervised capacity and have strong leadership skills.

Image courtesy of Edinburgh Inspiring Capital (www.edinburgh-inspiringcapital.com)



The successful candidates will partake in the endoscopy rota we are currently reviewing our complete service and in the future you may be requested work weekends, as part of a seven day service.

For informal visit/information please contact

Neil Boyle, Clinical Nurse Manager
0131 537 2382
neil.boyle@nhslothian.scot.nhs.uk

Fiona Schofield, Clinical Services Manager
0131 537 2392
fiona.schofield@nhslothian.scot.nhs.uk

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Clinical Governance and Quality Lead Nurse, Band 8a equivalent

- 37.5 hours per week - flexible working options, part time and job share considered
- Based in Sittingbourne or Eltham

We help with every element of life for a child or young person with a terminal condition by providing tailored care. From diagnosis through to end of life and bereavement services, we're there for that journey. Join our Care Leadership team and help to enhance and assure quality and governance throughout our care services. You will have experience of working in a multi disciplinary team, risk management and clinical governance along with policy and practice development.

Benefits of working with Demelza include:

- 36 days holiday which includes an allowance for bank holidays and increases with long service
- Flexible working patterns
- Keep your NHS pension* or join our contributory pension scheme
- Training and career development

Want to know more?

For an informal chat, please call Liz Bray, Lead Nurse on 01795 845189
Closing date: 30 July 2019, interview date: 14 & 16 August 2019

Visit our website to find out more:

www.demelza.org.uk/work-with-us

Enhanced Disclosure checks by the DBS will be undertaken for successful applicants. Demelza is an equal opportunities employer. Registered Charity No 1039651. Demelza is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. *If you have contributed in the last 12 months

We are also recruiting Band 5 and 6 equivalent Registered Nurses in Kent and South East London, please see our website for full details



Demelza
 Hospice Care for Children



Do you want to provide high standards of care, build life lasting memories with children and their families, and have fun with play and activities.....that's all in a days work at Tŷ Hafan?

We are seeking Registered Nurses who have a desire to work with children with complex health needs and life-limiting conditions.

Tŷ Hafan gives you the chance to be part of a team that will lead and shape paediatric palliative care for the better and make a difference to children and families in Wales.

If that sounds like something you want to be part of then we'd love to hear from you.

To apply please visit:
<https://careers.tyhafan.org/vacancy/registered-nurse--380578.html>

GENERAL

DHU Health Care is a 'not-for-profit' CIC providing Urgent Care Services in Derbyshire, Leicestershire & Northamptonshire including Home Visiting, Community Nursing and Urgent Care Centres. DHU also provide the NHS 111 telephone service across the East Midlands.

We employ a range of GP's, ANP's, HCAs, Clinical Advisors & Dental Nurses. DHU believe that patients deserve good quality treatment in a caring and safe environment. Working in partnership with the NHS and other organisations, we are a leading provider of healthcare, with a well-established and quality portfolio of services. We are committed to providing the best possible patient care in the right way, by the right people, in the right place, at the right time to ultimately improve the health and wellbeing of our patients 24 hours a day, 365 days of the year.

Please contact us regarding our current opportunities:

HR: 0300 1000 410 (Option 2)/human.resources@dhuhealthcare.nhs.uk
 NHS111 HR: 0300 1000 410 (Option1) dhu11eastmidlands.humanresources@dhuhealthcare.nhs.uk

NURSING OLDER PEOPLE

VIRTUE INTEGRATED ELDER CARE – DUBLIN IRELAND

Virtue operates and manages nursing homes on the southside of Dublin. Our commitment is to enhance the quality of life for all our residents. We feel it is our vocation to ensure that residents feel valued and loved within their homes. Our strong family ethos is central to the creation of a supportive and nurturing environment that creates a strong sense of home for our residents.

We strive to promote an optimal quality of life for our residents through a progressive approach to clinical and social care. This approach includes a commitment to continually improve the service we provide.

APPLICATIONS:

We are currently inviting applications from suitably qualified and experienced individuals for the following positions within our Nursing Homes:

OUR NURSING HOMES VACANCIES

- Unit persons in Charge / Manager Clinical Nurse Managers
- Registered General Nurses
- Health Care Assistants
- Advanced Care Practitioners Social Care Leaders
- Family Support Manager

For further information in relation to these positions including a detailed job specification please contact Radek Warchola on +353 (0)1 675 4366 or Email hr@virtue.ie

Deputy Care Manager

Blanchelande Park
Nursing and Residential Home

This position offers the opportunity for an enthusiastic, dynamic and motivated individual with the confidence and experience to successfully manage all aspects of this prestigious Home.

As an RGN preferably with managerial experience you will have excellent communication and leadership skills. You will also have proven clinical skills to enable you to ensure that your multidisciplinary team maintain the highest quality of care for which Blanchelande Park has become renowned.

We offer generous remuneration plus other benefits such as pension and health insurance.

For an application pack please contact:

Mrs Ros Rix, Blanchelande Park, Le Rocher Road, St Martins GY4 6EN
Telephone 01481 232000 Email: matron@blanchelandepark.com
Closing date: 1st August 2019

Registered Manager Worthing, West Sussex

£56,000 to £60,000 per annum

If you are an experienced Registered Manager, passionate about delivering the highest standard of care this could be the role for you.

It is essential that you hold the Level 5 Diploma in Leadership for Health and Social Care (Adults) or equivalent and ideally hold a valid NMC RGN Pin. Neuro-disability experience would also be an advantage.

For a recruitment pack, please contact the HR team on 01903 213458/visit the website at: <https://www.careforveterans.org.uk/job-opportunities/>.

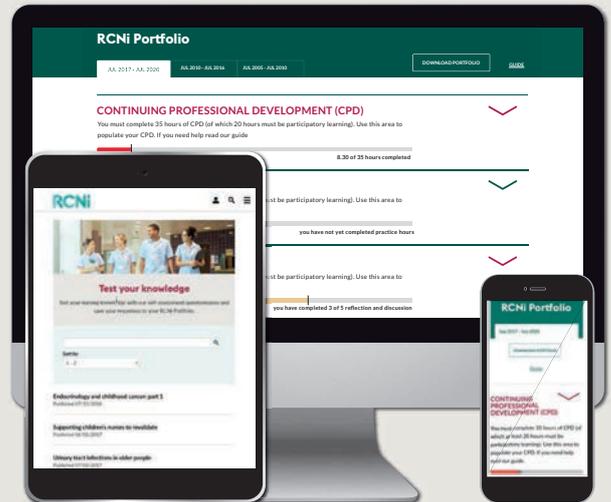
Closing date: Wednesday 10th July 2019

Interview date: Wednesday 17th July 2019

Right to work in the UK and an enhanced Disclosure and Barring Service with adult barred list checks will be required.



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rcni.com/portfolio



INTERNATIONAL

Dublin Ireland
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**VIRTUE INTEGRATED
ELDER CARE –
DUBLIN IRELAND**
Please see our main Advert in the Nursing Older People section

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Interested in a Nursing Career in the New National Forensic Mental Health Service?

The National Forensic Mental Health Service (NFMHS) will be opening a new state-of-the-art facility in Portrane, North County Dublin in 2020. The current Central Mental Hospital in Dundrum, County Dublin will be replaced with a new hospital campus which will provide a range of forensic mental health services to its patients.

The new facility will have 170 mental health beds for a range of adults and children who have a diverse range of healthcare, social and criminogenic needs and risks. The clusters of forensic mental health care in the new facility will include:

- Intensive Care Rehabilitation Unit (ICRU)
- Forensic Child and Adolescent Mental Health Facility (FCAMHS)
- Pre-discharge Unit
- Female Unit
- Mental Health Intellectual Disability Unit
- High Security Unit & Medium Security Unit

Helping patients when they are at their most vulnerable is why many of us choose this career. The sense of pride, usefulness and 'a job well done' can be incredibly rewarding. You will care for people with complex mental health needs to promote their wellbeing and physical health.

The following opportunity is currently available:

- **Staff Nurse Mental Health (Forensics)**

Ref: HBS07442-R2

The NFMHS will provide training, team support, supervision and opportunities for personal and professional development. We provide induction and a comprehensive training package.

You can register your interest or make enquiries for upcoming posts by contacting the Heads of Service at www.hse.ie/nfmhs

Upcoming roles will also include Social Work, Occupational Therapy and Medical vacancies as well as Management/Admin grades in Finance and HR.

For further information and to apply please visit the HSE website on www.hse.ie/jobs and search by reference number.



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- ✓ Latest updates to the management of Diabetes
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- ✓ Expand + refresh existing knowledge

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BIRMINGHAM COURSES:- JUL 16th AUG 20th

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Breakaway Training (1 Day) **NEW!**

ONLY £75
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- ✓ Refresh common breakaway techniques
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- ✓ Break away from aggressive situations

LONDON COURSES:- JUL 18th AUG 28th

BIRMINGHAM COURSES:- JUL 10th AUG 7th

MANCHESTER COURSES:- JUL 22nd AUG 8th

Course Content Includes: -

Causes of attack, warning + danger signs, challenging behaviour, verbal de-escalation, disengagement skills

Clinical Record Keeping (½ Day)

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4 HOURS
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- ✓ Perfect your Clinical Record Keeping skills
- ✓ Avoid unnecessary negligence claims
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LONDON COURSES:- JUL 27th AUG 17th SEP 14th

MANCHESTER COURSES:- JUL 3rd AUG 20th

Course Content Includes: -

Codes + Standards, Ethical Considerations, Caldicott Report, Counter Fraud, Common Errors

Safeguarding Children Level 3 (1 Day)

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CPD

- ✓ Delivered by a qualified Safeguarding Expert
- ✓ Aligned to the 'Skills for Health' guidelines
- ✓ Certificate valid for 3 years

LONDON COURSES:- JUL 8th, 20th AUG 5th

Course Content Includes: -

Signs + Symptoms of child maltreatment, Responding to concerns, Reporting Strategies

Medication Administration (½ Day)

ONLY £65
+VAT

£78 (inc of VAT)



4 HOURS
CPD

- ✓ Deliver, store + dispose of Medication safely
- ✓ Uphold user/ patient dignity
- ✓ Includes relevant and up to date legislation

LONDON COURSES:- JUL 17th, 24th AUG 7th, 21st

BIRMINGHAM COURSES:- JUL 9th AUG 13th

BRISTOL COURSES:- JUL 11th AUG 8th

MANCHESTER COURSES:- JUL 23rd AUG 21st

Course Content Includes: -

8 R's of Medication Administration, Prescriptions, Errors, Storing + Disposing, Contra Indications

Venepuncture + Cannulation (1 Day)

ONLY £95
+VAT

£114 (inc of VAT)



6.5 HOURS
CPD

- ✓ Refresh most commonly practised invasive procedure
- ✓ Theory + simulation learning
- ✓ Includes latest compliance changes + legislation

LONDON COURSES:- JUL 6th, 23rd AUG 10th, 30th

BIRMINGHAM COURSES:- JUL 10th AUG 14th

MANCHESTER COURSES:- JUL 24th AUG 28th

Course Content Includes: -

Practicalities of the Procedure, Equipment, Anatomy + Physiology, Complications, Infection

People Moving & Handling Train the Trainer – Level 3 (2 Day)

ONLY £395
+VAT

£474 (inc of VAT)



14 HOURS
CPD

- ✓ Train key staff to deliver Moving + Handling Training
- ✓ Accredited by The Association of First Aiders
- ✓ Expert training materials provided

LONDON COURSES:- JUL 10th - 11th

BIRMINGHAM COURSES:- JUL 24th - 25th

MANCHESTER COURSES:- JUL 16th - 17th

Course Content Includes: -

Teaching Methods, Law + ACOPS Guidance, Controversial Techniques, Safe Lifting Techniques

Mental Health Awareness (1 Day)

ONLY £75
+VAT

£90 (inc of VAT)



7 HOURS
CPD

- ✓ Identify signs, triggers and effects of Mental Health
- ✓ Understand causes, symptoms + treatment
- ✓ Provide high standard of support for patients

LONDON COURSES:- JUL 4th AUG 28th SEP 17th

MANCHESTER COURSES:- JUL 9th AUG 13th

Course Content Includes: -

Types + Causes, Support + Referrals, Discrimination + Stigma, Treatment + Medication

Dementia Awareness (1 Day)

ONLY £75
+VAT

£90 (inc of VAT)



7.5 HOURS
CPD

- ✓ Expand your existing knowledge of Dementia
- ✓ Reinforce confidence when caring for Dementia patients
- ✓ Refresh Dementia care best practice

LONDON COURSES:- JUL 9th AUG 6th SEP 19th

BIRMINGHAM COURSES:- JUL 12th AUG 16th

Course Content Includes: -

Anatomy of the Brain, Types of Dementia, Symptoms + Behaviours, Early Diagnosis

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7
HOURS
CPD



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LONDON CHISWICK
JUL - 5th, 6th, 8th, 15th, 20th, 25th

LONDON KENSINGTON
JUL - 3rd, 6th, 9th, 10th, 13th, 16th, 17th, 20th, 23rd, 24th, 27th, 31st

LONDON EUSTON
JUL - 1st, 5th, 6th, 8th, 12th, 13th, 15th, 19th, 20th, 22nd, 21st, 22nd, 26th, 27th, 29th

LONDON VICTORIA
JUL - 2nd, 6th, 9th, 11th, 13th, 16th, 18th, 20th, 23rd, 25th, 27th, 30th

LONDON STRATFORD
JUL - 1st, 2nd, 3rd, 4th, 5th, 6th, 8th, 9th, 10th, 11th, 12th, 13th, 15th, 16th, 17th, 18th, 19th, 20th, 22nd, 23rd, 24th, 25th, 26th, 27th, 29th, 30th, 31st

LONDON WATERLOO
JUL - 2nd, 5th, 6th, 9th, 12th, 13th, 16th, 19th, 20th, 23rd, 27th, 30th

CROYDON
JUL - 2nd, 9th, 23rd

READING
JUL - 2nd, 9th, 10th, 16th, 30th

LUTON
JUL - 3rd, 10th, 17th, 24th

OXFORD
JUL - 8th, 22nd

BIRMINGHAM
JUL - 1st, 2nd, 3rd, 4th, 6th, 8th, 11th, 13th, 15th, 17th, 18th, 20th, 22nd, 23rd, 26th, 27th, 29th, 30th, 31st

COVENTRY
JUL - 3rd, 17th

LEICESTER
JUL - 10th, 17th

BRISTOL
JUL - 2nd, 9th, 15th, 16th, 18th, 23rd, 30th

CARDIFF
JUL - 3rd, 12th, 17th

EXETER
JUL - 1st, 11th, 25th

SOUTHAMPTON
JUL - 1st, 2nd, 17th, 19th, 26th

PORTSMOUTH
JUL - 12th, 23rd, 31st

BOURNEMOUTH
JUL - 4th, 15th

BRIGHTON
JUL - 3rd, 9th, 24th, 30th

MAIDSTONE
JUL - 4th, 11th, 18th, 25th

MILTON KEYNES
JUL - 2nd, 9th, 16th, 23rd, 30th

COLCHESTER
JUL - 1st, 22nd

CHELMSFORD
JUL - 10th, 24th

HUNTINGDON
JUL - 5th, 26th

NORWICH
JUL - 3rd, 16th, 22nd

NORTHAMPTON
JUL - 2nd, 9th, 16th, 23rd, 30th

PETERBOROUGH
JUL - 10th, 17th

DERBY
JUL - 10th, 24th

NOTTINGHAM
JUL - 1st, 12th, 26th

SHEFFIELD
JUL - 4th, 16th, 18th, 31st

LEEDS
JUL - 3rd, 5th, 10th, 12th, 13th, 17th, 19th, 24th, 26th, 27th

LIVERPOOL
JUL - 8th, 29th

MANCHESTER
JUL - 1st, 2nd, 4th, 5th, 6th, 7th, 8th, 10th, 11th, 12th, 13th, 15th, 18th, 19th, 20th, 25th, 26th, 27th, 28th, 29th, 30th, 31st

BRADFORD
JUL - 9th, 23rd

PRESTON
JUL - 10th, 24th

NEWCASTLE
JUL - 10th, 23rd, 24th

HULL
JUL - 10th, 31st

GLASGOW
JUL - 9th

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