



In the **Autumn 2016** edition you will find:

- RCN regional director, Estephanie Dunn, discusses Janet Davies' visit to the region
- Latest news on Devolution
- Equality and diversity update and the WRES report
- Professional news and new publications
- Your branch AGM and other events – and much much more



Message from Estephanie Dunn

In her regular column, Regional Director for the North West, Estephanie Dunn talks about the issues of the day facing nurses and nursing.

 @Estephanie_RCN

Janet Davies visit to the region

We were delighted to welcome our Chief Executive and General Secretary to our region recently. Janet Davies attended our bi-monthly team development meeting where she outlined the RCN's current position and issues affecting our members.

It was encouraging to hear her confirm that the RCN is in a very good position, both in terms of membership and financially. However, she did warn that we needed to consider sustainable ways of ensuring that the organisation remains strong and viable. As 90% of our income is generated by membership and this could be a future risk, we are considering how to develop the commercial side to establish a healthier balance.

Janet also spoke about the rollout of the Customer Relationship Management (CRM) system, a new membership system which will also handle the management of our committees, enquiries, advice given, events management and delegate registration, RCN representative learning and development, and much more besides. She added that it would help the RCN to develop smarter intelligence which would result in a more coherent way of working. Like any system, there will be hitches, but it is currently being rolled out by early implementers with the North West also on the list.

She highlighted the ministerial changes which have come about as a result of the Brexit fall out. Janet has met the new Minister of State for Health (Nursing) Philip Dunne MP. Janet spoke about how the role of the officer is evolving and although regions can work differently, it is important to have some consistency. The RCN is dedicated to development of the role.

She also pledged that after the news that Government confirmed its decision to replace student bursaries with loans the RCN will continue to work with them to ensure the best for nursing students in England.

Janet outlined other issues that we have recently spoke out about including the implications of leaving the European Union for more than 33,000 EU trained nurses registered to work in the UK and have called on the government to secure their future. Once there is greater clarity, the RCN will take forward work to consider the impact of leaving for both nursing and the RCN, to ensure that the voice of nursing is heard in future negotiations to leave the EU

Another key issue we are looking at is safe staffing levels. Hospital Trusts up and down the country are being asked to reduce their wage bill yet this goes against everything we believe in as patients need an adequate number of staff to ensure that they are being cared for safely.

In the afternoon, she was invited to visit Tameside Hospital NHS Foundation Trust by the Chief Nurse Pauline Jones. Janet said: "It was great to meet our representatives at the Trust who are really engaged in the improvement work, it is always so nice to see reps who are committed. During the visit I was privileged to visit a number of clinical areas and explored how some of the nurses can get more involved in the RCN particularly the forums."

New Powers for Greater Manchester Combined Authority

As key stakeholders in Greater Manchester's future, the RCN North West has been asked for their views on the new legal powers. Greater Manchester made the UK's first English devolution deals with the Government in November 2014, March and July 2015, and March 2016, which aim to move decision-making on crucial public services like local transport, housing, health and skills training closer to local people.

The Greater Manchester Combined Authority (GMCA) is made up of Greater Manchester's ten local authorities and the Greater Manchester Mayor. Each local authority's Leader sits on the Combined Authority with the Mayor and makes decisions on behalf of all GM's residents.

Changes to the law have to be made to allow the GMCA to put these devolution deals into place and as part of this the GMCA has reviewed its functions, how it is run and has set this out in a document called a 'scheme'. They have been reviewing and updating this to take into account additional changes to powers and decision-making and at each stage have been asking for feedback on our scheme.

We have recently responded to the second consultation on new powers and considered how each proposal would affect our members. We were asked to consider governance arrangements involving fire and rescue, and waste management which not only have an impact on public health, but also raise questions about the level of inspection of the fire and rescue service given that that they can be the first responders to the scene of a medical emergency.

Other proposals for discussion included Education, Training, Skills and Employment Support functions, Transport (mayoral and non-mayoral functions), Overview and Scrutiny arrangements and public sector equalities duties.

Responses to the consultation will be shared with the Secretary of State and the Department for Communities and Local Government (DCLG) and considered by the GMCA's leaders. We will feedback to members when further information is released.

Stop Press.. Stop Press.. see details of the TUC North West conference on Devolution – and Health and Social Care on 9 November under 'Event listings' on p17 of this eNewsletter.



RCN North West on Facebook

To get the most from your RCN membership you need to stay in touch – and these days there are so many ways to do that! To make things easier, the RCN North West region now has its own [Facebook page](#).

Keep up with our news and even share your own and ['Like' us on Facebook](#).

Twitter

You can also follow Estephanie Dunn and the North West region on Twitter. Look for [@Estephanie_RCN](#).

News in Brief

The future for primary care in Greater Manchester

Our Regional Director Estephanie Dunn attended a conference in Manchester which was hosted by the Westminster Health Forum and focused on the future for primary care in the area. She took part in a presentation and debate about the challenges for delivering devolved care, collaboration, access and supporting people with long term conditions.

The conference brought together policymakers involved in the devolution programme with key stakeholders including primary healthcare and allied professionals, health consumer organisations, trade unions, local government, representatives of healthcare and pharmaceutical industries, academics, interested and affected charities and user groups, and representatives of the trade and national press.

NMC Revalidation session

RCN North West recently organised a two hour session about NMC Revalidation. It took place in at Ranstead Care, in Manchester. Although they are a recruitment agency they had requested support for nurses who have regular contracts. This was a small session for workers and was received well giving the SRO the opportunity to highlight the benefits of the RCN. A full member was also recruited on the day.

Mary Seacole Statue Unveiled at St Thomas' Hospital

Estephanie recently attended the unveiling of a new statue honouring a Jamaican-born nurse who cared for wounded British soldiers during the Crimean War. The statue of Mary Seacole was unveiled in the garden of St Thomas' Hospital, directly opposite the Houses of Parliament. Created by sculptor Martin Jennings, it is the first statue in the UK dedicated to a named black woman.

The RCN has actively supported the twelve year appeal for funding for the monument and we are really pleased to have been able to play our part in delivering this new London landmark. A number of RCN members were at the well-attended unveiling ceremony, with other guests including Baroness Floella Benjamin and actor David Harewood.

Disability Awareness Day



The RCN North West helped to celebrate the 25th Anniversary of Disability Awareness Day on Sunday 10 July. The event was held at Walton Hall Gardens in Warrington and we had a stand manned by volunteers from around the region.

NHS Workforce Development Conference - Meeting Health Needs

Estephanie recently took part in a panel debate in Manchester about issues surrounding the support that is needed for the workforce to deliver a sustainable 24/7 service.

The NHS Workforce Development conference focused on the issues surrounding workforce development and planning in respect of increasing demand, financial pressures and new models of care and delivery.

Mosaic Partnership Graduation Ceremony

Estephanie has recently attended a graduation ceremony at Manchester Metropolitan University to celebrate the achievements of the participants of the Autumn and Spring Mosaic Programme 2015/16.

Founded by HRH The Prince of Wales in 2007, Mosaic's mentoring programmes create opportunities for young people growing up in our most deprived communities. Mosaic's vision is for all young people to be supported to realise their potential. With the help of volunteer mentors acting as role models, they aim to bridge the aspirations-attainment gap.

By linking young people with inspirational role models in this way, they boost their confidence, self-efficacy and long-term employability.

Win family holiday to Lapland

The RCN is inviting school children to design its corporate Christmas card as part of the College's centenary celebrations.

The theme for the competition, which is supported by RCNi, is 100. Entries are open to children aged between five and ten years old and can be created using any media including pens, paints, collage or even digital technology. The prize is a fantastic family holiday to Lapland. The winning design will feature on the RCN corporate Christmas card for 2016, which is sent to all the people and organisations who work with the RCN to support the nursing profession. The closing date for entries is Sunday 9 October 2016. For full details please visit www.rcn.org.uk/christmas.

RCN North West HCA and AP Conference



Health Care Assistants and Assistant Practitioners attended a conference in Preston focusing on Caring as a Career. The agenda concentrated on the current national issues facing health and social care, delegates were given 100 top tips to celebrate their professional expertise advice on accountability and delegation.

They were also given a presentation about RCN Library resources for HCA' It was well attended by 32 HCA and AP across the region. The sessions were very interactive and the feedback received from the delegates was excellent and we recruited six new HP members.

Uncertainty about what Brexit means for the future of EU nursing staff

RCN Council member and Chair of the North West Board, Dave Dawes recently wrote to the regional media to highlight concerns about the possible impact on the nursing workforce.

NHS hospitals, care homes and other organisations across the health and social care sectors across the UK rely on the huge contribution of nursing staff from both inside and outside the EU. Figures show there are currently more than 33,000 EU trained nurses registered to work in the UK. Nearly 2,000 of these work in our region. The continuing uncertainty about what Brexit means for the future of EU nursing staff already working here and those interested in doing so threatens to worsen nursing shortages, already threatened by changes to student funding and the removal of bursaries.

The RCN continue to hear of cases of abuse directed at EU nursing staff following the referendum and the assumption by some that they should have left the UK. Such prejudice is reprehensible. There must be zero tolerance of any such abuse in the workplace and communities.

The RCN will ensure that the nursing voice is heard as negotiations on leaving the EU commence and will support our members who are affected. We must never lose sight of the fact that without EU nurses health services could not operate and patient care would undoubtedly suffer.

Nurse member wins prestigious Open University award



One of our nurse members is celebrating after being named as Alumni of the Year for Outstanding Contribution to Society in the OU Business School Awards.

Heather Henry was delighted and surprised when she heard that she had won the award but overwhelmed when she heard that she had been voted as the winner by alumni.

She paid tribute to her mentors, tutors, colleagues, family and friends. She added: “I dedicate my award to the citizens I work with as they are my greatest teachers. You can achieve anything if you really want to. If you have passion, you should follow your heart.”

Ms Henry, who was last year named as a top inspirational nurse leader by *Nursing Times*, studied for an MBA for three years and now plans to use this to think about the future of health and social care in England in her role as co-chair of the new NHS Alliance.

The Open University Business School celebrates the exceptional achievements of its high calibre students and alumni annually. The awards are held to commend some of the highest achieving students from the past academic year, and alumni members who have made an outstanding contribution to an organisation or society, as voted for by fellow OUBS alumni. The awards took place in June during a ceremony held at The Open University campus in Milton Keynes. The awards were presented by Professor Rebecca Taylor, Executive Dean of the OU business school.

Nursing education and professional development – the global perspective

International Conference & Exhibition hosted by the RCN Education Forum

The RCN Education committee holds an annual 2 day international conference in March which is aimed all nurses and allied healthcare professionals involved in educating students and practising nurses and HCSW’s including academic and practice setting and covers all areas of nursing including acute, primary and community care.

The next conference will take place on 21-22 March 2017 in Cardiff and there is a call for abstracts for the conference which is now live and runs to midnight on Monday 17th October 2017.

Further information can be found online at: <https://www.rcn.org.uk/news-and-events/events/rcn-education-forum-international-conference-and-exhibition-2017>

RCN joins forces with End of Life Partnership



The Royal College of Nursing (RCN) has been recently working very closely with The End of Life Partnership (EOLP), providing support during their recent job matching and pay harmonisation of staff.

When the RCN approached the EOLP about entering into a recognition agreement, this was warmly welcomed by the board and its staff members.

Our Regional Director Estephanie Dunn and RCN Officer Tony Millea attended the EOLP Board meeting to meet Trustees and formally sign the agreement

Estephanie said: “This is a really important event for us and it is great to see the recognition agreement be formally signed. The RCN has been very impressed with the aspirations the EOLP has undertaken. The most important thing you can do for someone is to give them a dignified death and this encompasses everything the EOLP does. We are looking forward to working with you.”

Chair of the Trustees of EOLP, Pauline Ong added: “We have done so much good work already and it is good to talk about the good things that are currently going on in healthcare. We are hoping that this partnership will be mutually beneficial and that you can also learn from us.”

This agreement commits The EOLP and the RCN to using a partnership approach when dealing with relevant employment issues. With this as a guiding principle to both parties, the agreement will seek to develop and maintain an honest and open relationship founded on respect, mutual trust and a shared desire to see The End of Life Partnership continue as a successful organisation delivering care and support to its service users.

The EOLP was launched earlier this year and formed from three existing work streams - Cheshire Hospices Education, Cheshire Living Well Dying Well, and Cheshire End of Life Care Service Model, as well as introducing a further program specifically focused on Research and Evaluation.

The overall aim of the partnership is to ‘Transform End of Life experience and care’ to create a more complete and holistic approach to living well, death and loss.

Mosaic Partnership Graduation Ceremony

Estephanie, along with our Operational Manager Paul Wood and England Devolution and Integration Lead Janine Dyson recently attended a graduation ceremony at Manchester Metropolitan University to celebrate the achievements of the participants of the Autumn and Spring Mosaic Programme 2015/16.

Founded by HRH The Prince of Wales in 2007, Mosaic's mentoring programmes create opportunities for young people growing up in our most deprived communities. Mosaic's vision is for all young people to be supported to realise their potential. With the help of volunteer mentors acting as role models, they aim to bridge the aspirations-attainment gap. By linking young people with inspirational role models in this way, they boost their confidence, self-efficacy and long-term employability.

RCNWalk100 – the centenary walk



To celebrate our centenary year, the RCN is undertaking an ambitious event called RCNWalk100. During the last couple of months, staff, friends, families, and members have been carrying a replica Florence

Nightingale lantern to every RCN office location across the UK while raising money for RCN Foundation.

It has recently arrived in the North West and staff, their families, friends and pets, reps and activists have become involved in some of the seven stages.



However, it was all a bit too much for some of our four legged friends...



Equality and Diversity



National LGB&T Partnership

The National LGB&T Partnership was originally established in early 2010, in order to reduce health inequalities and challenge homophobia, biphobia and transphobia within public services including Health and Social Care. As of April 2016, the Partnership combines the expertise of twelve key LGB&T organisations across England. It has a history of service delivery, working with LGBT people both locally and nationally. Services include 1-2-1 counselling, befriending, peer-support groups, helplines, community leader programmes, testing, advocacy, youth-work, HIV, housing support, drug and alcohol interventions. It also published a regular and very helpful Bulletin.

Its latest deals with a range of issues including: LGBT Carers focus group; NHS Citizen workshop; Ensuring all children can benefit from improved mental health services; Awards Announcement: Nominate your Health Hero; and much more. [Read the latest bulletin here](#)

Out Loud: LGBT Voices in Health and Social Care

Published in May 2016 in collaboration with National Voices, and developed through working with diverse LGBT communities, this is a set of narrative statements that explain that lesbian, gay, bisexual and trans people want high quality health and social care that takes account of their sexual orientation and/or gender identity, and describe what this might look like. This document is intended to be used both by those who provide services and those who commission services, to support them to work with LGB&T people. The aim is to provide a resource to assist in designing and providing care and support that will be successful in meeting LGB&T people's needs, and inclusive of their sexual orientation and/or gender identity, focusing outcomes on what matters most to LGB&T people as service users.

Paul Martin OBE, Chief Executive of the LGBT Foundation, and Chair of the National LGB&T Partnership, said: *"LGB&T people still too often face hostility and are inappropriately treated because of their gender identity and/or sexual orientation. Whilst there have been many recent steps towards legislative equality for LGB&T people, it is important to remember that legislative change has not always resulted in LGB&T people having positive experiences, particularly in relation to receiving health or social care support."*

[Download Outloud here.](#)

New NHS equality and diversity report published



The first Workforce Race Equality Standard (WRES) report published by the NHS recently has revealed that more black and minority ethnic (BME) staff than white staff report harassment, abuse or bullying by colleagues or managers.

The results of the report by the NHS Equality and Diversity Council indicate the experiences of staff from every NHS trust across England and were recorded as part of the 2015 staff survey.

However, this is the first time the WRES data has been collected and published nationally.

What is WRES?

In its simplest form, the WRES offers local NHS organisations the tools to understand their workforce race equality performance, including the degree of BME representation at senior management and board level.

The WRES highlights differences between the experience and treatment of White staff and BME staff in the NHS. It helps organisations to focus on where they are right now on this agenda, where they need to be, and how they can get there. I welcome the support the WRES has received to date and look forward.

Estephania Dunn, Regional Director for the North West said: 'The report and its findings are very concerning. They really show that we must do more to tackle discrimination within the NHS as a matter of urgency.'

The NHS, which employs over a million people, is now required to demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the low levels of BME board representation.

Alongside WRES, NHS organisations use the Equality and Diversity Systems (EDS2) to help in discussion with local partners including local populations, review and improve their performance for people with characteristics protected by the Equality Act 2010. By using the EDS2 and the WRES, NHS organisations can also be helped to deliver on the Public Sector Equality Duty.

The [WRES report can be viewed here](#).

FOCUS ON..... Beverley Nwosu, Nurse and RCN rep



From a very early age, Beverley Nwosu knew she wanted to be a nurse. Eventually, after encouragement from her late mother, Beverley undertook her nurse training at the University of Nigeria Teaching Hospital Enugu, Nigeria. This was followed by a year's Midwifery training at Aba General Hospital, Nigeria. After two-years of practice as RGN and Midwife in Nigeria, Beverley took the big step to come to the United Kingdom

An adaptation course followed and Beverley has now completed 34 years working for the NHS in various acute and community settings up and down the country as an operating theatre nurse; nursing sister; practice nurse and nurse clinician.

Recently awarded the title Queen's Nurse, Beverley is now in her 40th year as a nurse and currently works as a Community Matron (CM) in South Liverpool.

Beverley combines a very busy professional career with supporting RCN members as a Steward and as a member of the BME Staff Network at Liverpool Community Health (LCH). Beverley said "It was suggested to me that becoming an RCN rep would give some more 'clout' to my BME role – something that I enjoyed and felt very confident doing. After getting support and assurances from my line manager, I started on the pathway to become a fully accredited rep".

Beverley has been Chair and Vice-Chair of Liverpool NHS Citywide BME Staff Network and the LCH BME Staff Network since 2004. "Over time, I've gained a real insight into issues and challenges facing nurses from a BME background. I've grown to understand their frustrations with integration and progression at work. My professional life has been invaluable in so many ways and helped provide the foundations for both my RCN role and work on BME issues."

Beverley added: "So far, I am really enjoying being a rep, meeting and supporting members from all backgrounds and making a difference for staff at LCH. I'd encourage everyone to seriously consider getting more involved in the RCN."

Make a difference: Get active with the RCN and become a rep!

Do you want to make a real difference to your patients, the working lives of your colleagues – even the future of nursing? If so, then have you thought about becoming an accredited RCN Representative? Being a rep can give you an opportunity to expand your horizons; challenge yourself; and boost your confidence whilst providing important support for other RCN members in the workplace. You'll be fully supported by RCN staff and by a network of other representatives throughout the UK. You'll also be specially trained, with your continuing learning and development needs met by the RCN's Learning and Development Institute, backed by RCN officers. [More information here](#) or call RCN Direct on 0845 772 6100, or email the RCN North West region at northwest.region@rcn.org.uk

Professional guidance & publications update



The RCN regularly produces publications outlining the latest advice, guidance and research relevant to nursing. These are available on our website and are free to download from www.rcn.org.uk/publications.

New publication: Caring for lesbian, gay, bisexual or trans clients or patients

We have launched new guidance on caring for lesbian, gay, bisexual or trans clients or patients. This can be downloaded from the publications page of the RCN website at www.rcn.org.uk/publications

Guide for nurses and health care support workers on next of kin issues (web only)

Publication code 005 592

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

Motor neurone disease resource card

Publication code: 005 574

Produced in conjunction with the Motor Neurone Disease Association this resource card has been designed to signpost health care professionals to the new joint e-learning resource. Its aim is to improve the understanding of the diagnosis, care and nursing management of people with motor neurone disease.

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

Publication code: 005 619

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

The Student money guide (web only)

Publication code: 005 576

This updated online publication provides comprehensive advice for students around the UK on bursaries, benefits and housing guidance as well as tips on saving money and budgeting.

Web-only documents can be downloaded from publications section of the RCN website at www.rcn.org.uk/publications

Looking back to Congress 2016: A selection of pictures sent into the RCN...



Congress 2017 is taking place in Liverpool at the Arena and Convention Centre 13-17 May 2017. For further details visit <https://www.rcn.org.uk/news-and-events/congress-2016/register-for-congress-2017>

North West Regional Events

Find out what's going on across the North West Region

RCN regional events in 2016

Your branch AGM

If you can attend one branch meeting a year, then make it your branch annual general meeting (AGM). It's an ideal opportunity to find out more about branch activities and get involved. It's also a great way to meet your local colleagues and other RCN members and influence the year ahead.

Why not consider standing for one of the branch executive roles? (ie, Chair, Secretary, Treasurer). Membership of the branch executive is a great personal and professional development opportunity. More details on the branch executive roles [here](#). Please let us know if you wish to stand for election for a branch executive position by emailing northwest.region@rcn.org.uk, stating the branch name and identifying which seat you are interested in standing for.

Check out when and where your branch AGM is being held:

- **Lancashire East branch:** 5pm on 4 Oct. RCN Bolton office, Chesham House, St George's Sq, Bolton, BL1 2HB
- **Cheshire West branch:** 4pm on 10 Oct. Education & Training Centre, Arrowe Park Hospital, Arrowe Park Road, Upton, Wirral CH49 5PE
- **Manchester Central branch:** 5pm on 12 Oct. RCN Bolton office, Chesham House, St George's Sq, Bolton, BL1 2HB
- **Greater Liverpool & Knowsley branch:** 4.30pm on 12 Oct. Kensington Neighbourhood Centre, 155-157 Edge Lane, Liverpool, L7 2PF
- **Cheshire East branch:** 5pm on 13 Oct. Pinewood Education Centre, G15, Stepping Hill Hospital, Poplar Grove, Stockport, SK2 7JE
- **Greater Manchester branch:** 5pm on 19 Oct. RCN Bolton office, Chesham House, St George's Sq, Bolton, BL1 2HB
- **Lancashire West branch:** 2pm on 26 Oct. Lecture theatre, HPEC, Blackpool Victoria Hospital, Whinney Heys Road, Blackpool, FY3 8NR
- **Isle of Man branch:** 3pm on 26 Oct. Keyll Daree, Nobles Hospital, Strang, Braden, Isle of Man, IM4 4RJ

For more information and further details on any of the above branch AGMs, please contact the regional office, email northwest.region@rcn.org.uk

Greater Manchester: Devolution, Health and Social Care

The North West TUC is hosting a FREE event for members of trade unions and professional bodies in health and social care on Greater Manchester Devolution, Health and Social Care. It will be held on:

- Wednesday 9 November, 2016
- From 9.30am to 4pm
- Mechanics Institute, 103 Princess Street, Manchester, M1 6DD.

The aim of this event is to: look at the impact of devolution plans on the NHS and social care workforce in Greater Manchester; develop ways to build the voice of the NHS and social care workforce into Greater Manchester's plans; establish a network of members from a range of unions and professional bodies to help co-ordinate our response to health and social care changes in Greater Manchester. Key speakers include Andy Burnham MP, Labour's candidate for Mayor of Greater Manchester; Peter Smith, Leader, Wigan Council and Health/Social Care lead for Greater Manchester Combined Authority; and Yvonne Rogers, Strategic Workforce Lead, Greater Manchester Health and Social Care Partnership.

The event is open to any workers in the NHS or social care services in Greater Manchester who belong to a trade union or professional body, including those that are not affiliated to the TUC. If you would like to attend this event, please RSVP to Matt Dykes at the TUC at mdykes@tuc.org.uk.

For details of all national and regional RCN events being held across England click [here](#).

Advice and support for RCN members

Most members who need quick answers to their questions search our online advice pages first. Here you'll find comprehensive advice on a range of issues affecting you, such as:

- Revalidation
- Indemnity
- Sickness
- Investigations
- Bullying and harassment

[Search all our online advice and get the answers you need - quickly.](#)

