In the March 2016 edition you will find:

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Message from Estephanie Dunn

In her regular column, Regional Director for the North West, Estephanie Dunn talks about new rules for student bursaries.

The plans, announced during Chancellor George Osbourne’s Comprehensive Spending Review in November, will see bursaries for nursing students and other health care undergraduate professions, such as midwifery, replaced with loans.

Students who start their studies in September 2017 will have to take out loans to cover their tuition fees and living costs.

The Government’s decision to replace nursing students’ bursaries with loans is extremely disappointing.

Those who made this decision simply don’t understand that nursing is not like other degrees. They don’t understand that 50 per cent of your course time is dedicated to unpaid clinical practice, caring for real people and their families. They haven’t grasped that your
academic year is longer, which means there are fewer opportunities to earn money between terms.

We urgently need the skills that graduate nurses bring if we are to meet the country’s health and care needs. We must give students proper support or risk deterring them from joining the profession and putting the future of health care at risk.

We need to stand together and tell the Government what this decision means for nursing and make sure you get a fair deal.

Over our 100 year history, the RCN has a long track record in the education of nurses and the future of nursing must be protected. Our patients deserve nothing less.

Student nurses and midwives are the profession’s future and their voices and concerns must, and should be listened to.

Please get involved by writing to your MP.

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Greater Manchester devolution news

Greater Manchester Health and Social Care (GMHSC) has now commenced its staff and public engagement programme which aims to reach out to the general public in Greater Manchester as well as the 100,000 staff that work in Health and Social Care across the city. Their ‘Taking Charge Together’ campaign will run to the end of March and has ‘opened an important conversation with the public and workforce about shaping the future of health and social care in Manchester’.

Please do take a look at the survey: https://takingchargetogether.org.uk/. Find out more about devolution in Manchester at: http://www.gmhealthandsocialcaredevo.org.uk/. You can also sign up to receive their regular e-update here: http://www.gmhealthandsocialcaredevo.org.uk/newsletter/

As devolution progresses, the RCN Central Manchester branch is hosting an important event on 27 April. Entitled 'Evolution, Devolution, Revolution', the conference falls a year on from the agreement for local government and the NHS. The event will bring together a diverse group of speakers engaged in the devolution agenda to help explore and explain some of the key challenges and issues facing the NHS, and nursing. The day will look at some of the big questions on devolution - can it tackle health inequalities; deliver on integration; and improve patient and public involvement.

To coincide with this important event, the region will also be publishing a special e-Newsletter on devolution. Please keep your eyes peeled for this and more.
“My passion is developing the potential within every nurse and this led me to my current roles as a Director of Community Health Innovation in Manchester and Visiting Lecturer at Liverpool John Moores University, Bucks New University and Goldsmiths University of London. My career spanned both hospital and community care in the NHS and the independent sector. I am currently an RCN North West Board Member and Chair the North West Independent Sector Network.

I believe that the RCN could do so much more in supporting you to deliver the kind of care you want to be proud of. We are in unprecedented times with regards to our employment, our pay and our pensions. Politicians and the media are openly criticising nurses and HCAs and the RCN needs to publically challenge these criticisms and fight to protect pay, terms and conditions.

I have the skills, knowledge and drive to represent you at RCN Council and I will put our members at the centre of my work. Together we can raise standards of care; stop the erosion of pay and conditions for nurses; and fight against cuts in staff and services”.

Dave Dawes took up office on 1 January 2016 as Council member for the North West along with Professor Janet Marsden FRCN. More about Janet in the next eNewsletter.

Calling all practice nurses in the North West

Do you want to undertake further study or research and are you looking for funds to help you? If so, then this fund might be just what you need.

The regional Practice Nurse Education Trust Fund considers applications from Practice Nurses who work in general practice in the RCN’s North West region. Applications for study or research must be relevant to present practice and lead to the development of personal and professional skills; learning that may lead to improvement in patient management or benefit other health professionals. The fund panel may also consider making a contribution to enable applicants attend an appropriate professional conference or study day. All applications will be considered by a panel. The deadline for applications is 30 April 2016.

For further details, information pack and application form contact Jill Lloyd, email jill.lloyd@rcn.org.uk or phone: 01204 552464.
What next for student bursaries

The RCN is preparing to respond to a consultation on student funding in England, expected later this month.

Last November, Chancellor George Osborne announced that bursaries for nursing students in England would be replaced with loans and trainee nurses would have to pay university tuition fees from 2017. Since then, protests have taken place across the UK and thousands of members have signed petitions and emailed their MP.

Soon after the announcement was made, the Government said it would launch a consultation on the shape of student funding in England. Importantly, the consultation will not ask if the bursary should be reinstated. Instead, the consultation will ask about the type of student loan nursing undergraduates should receive in the future.

The consultation is likely to run for 10-12 weeks and the RCN will be providing its own response to the Government’s consultation, shaped by the views of members. At the same time, nursing staff and students will also be able to respond directly to the consultation. However details of the consultation have yet to be published by the government, so please keep an eye on the RCN’s student bursary pages where more information will be published when available, link: [https://www.rcn.org.uk/nursingcounts/student-bursaries](https://www.rcn.org.uk/nursingcounts/student-bursaries)

Thousands of members have already taken action over student bursaries. More than 1,300 stories about the importance of the bursary have been sent to the RCN, which indicates how much this decision matters. The RCN will be calling on the Government to create a model of student funding that encourages people to join the profession and recognises how unique a nursing degree is. With the support of its members, the RCN can make its demands heard loud and clear.
RCN establishes a closer working relationship with charity Lifeline

The Royal College of Nursing in the North West has joined forces with Lifeline to develop a new and collaborative relationship.

The recognition agreement between Lifeline – who supports individuals, families and communities through alcohol and drug misuse – and the RCN, was established following a meeting at their headquarters in Manchester with the chief executive of the charity, Ian Wardle, and senior regional officer at the RCN, Maria Bryant.

Regional director for the RCN in the North West, Estephanie Dunn, is delighted the agreement has been established.

She said: “The recognition agreement is great. It shows a commitment from the RCN and Lifeline to using a partnership approach when dealing with relevant employment issues.

“The agreement will aim to develop and maintain an honest and open relationship founded on respect, mutual trust and a shared desire to see Lifeline continue as a successful organisation, delivering care and support to its service users.”

Lifeline was established in 1971 and has 40 years’ experience of managing drug and alcohol services.

The charity provides a diverse range of services including recovery and peer mentoring, harm minimization, day programmes, prescribing and shared care, community detoxification services, criminal justice and prison initiatives, family work and services for young people across the North West, Yorkshire, the North East, London and the Midlands, working within diverse towns, cities and villages.

For more information on Lifeline log on to www.lifeline.org.uk
RCN Chief Executive and General Secretary visits the North West

Janet Davies visited the North West Region in February.

Janet visited the A&E department at the Bolton NHS Foundation Trust following an invitation from Emergency Care consultant and Vice-President of the Royal College of Emergency Medicine, Dr Chris Moulton. (Pictured with Janet below).

During the morning Janet met the A&E management team to discuss a range of issues before spending time with Trish Armstrong-Child, Trust Director of Nursing. This was followed by an opportunity to meet senior nurses from across the hospital over lunch. (See picture below)

After Janet had finished at Bolton NHS Foundation Trust, she visited the RCN regional office, also in Bolton, and spent time with the staff.

Regional director for the North West, Estephanie Dunn, said: “It was great to see Janet in the region, staff were able to discuss collaborative working in the future.”
eNews Profile: Tina Long, Director of Nursing NHS England, Cheshire and Merseyside

Tina has been in her post for three years, previously working as the director of nursing for Wirral University Teaching Hospitals NHS Foundation Trust and has a career that spans 40 years.

Here she takes part in our quick fire questions about her career and inspirations.

Why did you want to become a nurse?
I didn’t! I wanted to be a teacher!

Where did you train?
Queen Elizabeth Hospital Birmingham.

After you qualified, where was your first nursing post?
Spinal Injuries Unit Robert Jones and Agnes Hunt Orthopaedic Hospital Oswestry.

Sum up your approach to nursing.
Treating others as you would wish to be treated whether that is patients, their families or other staff.

What do you think are the most challenging aspects of being a nurse?
For frontline staff, I guess the pressure many nurses face, whether in hospital or the community and primary care, is when they are full to capacity.

How do you motivate those around you?
Enable others to make decisions and to have ownership.

What are the most important lessons you’ve learned in your career?
Learn from the best and from the mistakes you make.

What keeps you coming into work everyday?
The ability to try and make a difference.

If you were starting out again as a nurse, would you do anything differently?
Probably nothing, I have loved my career and the various roles I have had.

What do you see as the biggest challenges facing you and nursing over the coming year?
The need for the whole system to change and respond to growing need.

Who is your greatest inspiration?
My mum!

What are your interests outside of nursing?
Giving animals a loving home, football, and my daughter and family.

If you were stranded on a desert island, what book and music track would you want to have with you?
A book that would last a long time and a brass band track as it reminds me of my dad!
Diversity & inclusion

The NHS North West Leadership Academy is leading an important piece of work on behalf of the NHS Leadership Academy to identify current and potential future practice in inclusive and system leadership development.

The first phase of this work began with ‘Hackathon’ events in Leeds and London. The events proved thought provoking and a summary has been collated and available alongside videos from the day at [http://www.nwacademy.nhs.uk/InclusiveSystemsHack](http://www.nwacademy.nhs.uk/InclusiveSystemsHack).

The next phase of the work will share learning so far and promote further discussion. This will be undertaken through two final ‘Hackathons’ in either London on 23 March or Leeds on 24 March 2016, where learning and feedback gained so far will be shared, further analyse undertaken and recommendations identified on future inclusive and system leadership development interventions. If you would like to attend, please register here: [https://www.surveymonkey.co.uk/r/5GZ8FGZ](https://www.surveymonkey.co.uk/r/5GZ8FGZ).

At the same time, the North West Academy is also keen gather more ideas and thoughts through an online survey to get a picture of the inclusive and system leadership development activities taking place within organisations. You can take part in the survey here: [https://www.surveymonkey.co.uk/r/86YLYL2](https://www.surveymonkey.co.uk/r/86YLYL2).

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**Independent sector nurses' network**

A large proportion of our 49,000 members living and working in the RCN North West region work in the independent sector. Many are based in nursing and care homes, the sector spans a broad range of workplaces, including hospices, GP surgeries, private hospitals, and charities and voluntary community services. But there is also a growing number of services that were formerly provided by the NHS but now tendered out to private companies or social enterprises.

The RCN is here to support and represent members wherever they work and members working outside of the NHS are equally important to us here in the North West.

**Network meetings**

We hold regular meetings for all RCN members working in the independent sector. They are held at the Bolton office, Chesham House, Bolton BL1 2HB from 4.30pm to 7pm on Tuesday 5 April; Tuesday 12 July; and Thursday 6 October.

For more information and to attend please contact Karen.hughes@rcn.org.uk. And if you can’t attend in person, when why not Skype to join in. Contact Karen for details.
**Spotlight on malnutrition this Nutrition and Hydration Week – March 14-20**

**How a strip of paper could help save lives.**

A non-medical, non-intrusive tool is helping health and social care professionals to identify people at risk of malnutrition and signpost them to information and advice.

Consultant dietitian at Salford Royal NHS Foundation Trust, Kirstine Farrer, is part of a team that is pioneering the PaperWeight Armband, along with Age UK Salford.

The PaperWeight Armband is set to be rolled out across the country for nurses and other health and social care professionals to use to help save lives and cut costs associated to treating malnutrition – all with a simple strip of paper.

Kirstine said: “There has never been a more urgent need for health care providers and commissioners to act and address the problem of malnutrition. Needless suffering, neglect and inconsistent standards of dignity are unacceptable. Malnutrition is a major cause and consequence of poor health and older people are particularly vulnerable.”

Malnutrition is a condition that frequently goes undiagnosed and untreated, with one in 10 older people suffering from or at risk of malnutrition. This equates to around one million older people in the UK, and more than one in three older people are malnourished or at risk of malnourishment on admission to hospital.

Kirstine added: “Not only is this intolerable from a health perspective for the quality of life in older people, but malnutrition can lead to more hospital admissions and re-admissions, longer hospital stays and greater healthcare needs, which means the cost of malnutrition can spiral out of control.”

Age UK Salford piloted the armband with support workers using it on home visits. They were able to measure the upper arm of a service user with the simple strip of paper, and if it was able to slide up and down easily then there was a high risk of malnutrition. The charity was then able to provide further information, advice and support on simple dietary changes that could be made to increase calorie intake. The results were really positive, with service users gaining weight, making improvements to their diet, and enjoying cooking and eating again.

Dave Haynes, chief executive from Age UK Salford, added: “The PaperWeight Armband signposting tool and its supporting handbook, nutrition booklet and e-learning resources on malnutrition and dysphagia can be used by health and social care professionals to identify the risk of malnutrition and offer nutrition guidance to help people to make improvements in weight without the need for formal medical intervention, increase the proportion of older people who feel supported to manage their own conditions. I hope nurses everywhere will get the opportunity to use this simple strip of paper that will help older people, and their carers improve their quality of life.”

The PaperWeight Armband will be officially launched in Nutrition and Hydration Week March 14-20. For more information log on to [www.ageuk.org.uk/salford/paperweight](http://www.ageuk.org.uk/salford/paperweight)
Professional guidance from the RCN

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.

Here is a selection of our most recent publications (all pdf documents)

**Infection Prevention and Control Commissioning Toolkit**

This revised toolkit provides information to support professionals involved in the commissioning or assurance of health and social care services.

**The Role of the Designated Nurse for Safeguarding Children and Young People in England**

This position statement aims to clarify the role and responsibilities of the Designated Nurse for Safeguarding Children.

**Stepping In, Stepping Out, Stepping Up**

This publication evaluates the ward sister supervisory role and the experience of changing to a supervisory status for ward sisters in two NHS Trusts in England.

**Indemnity scheme for the self-employed, volunteers and Good Samaritans**

The RCN’s indemnity scheme is an important element of the benefits package available to members. This leaflet explains the scheme for the self-employed, volunteers and Good Samaritans.

**Small changes, big difference: Driving nursing leadership in procurement**

This publication examines how involving nursing and midwifery staff in procurement activities can save time, improve patient care and save money. It has been produced in partnership with NHS Supply Chain and the Clinical Procurement Specialist Network.

**Industrial action by other unions**

Occasions may arise where RCN members are employed in a workplace where colleagues in other unions are involved in industrial action. This paper outlines the position of those RCN members in respect of the particular action, and advises what approaches they should take relating to their own contract of employment, while ensuring that they do not undermine the lawful industrial action taken by trade union colleagues.
RCN regional events in 2016

- **22 March**: Cheshire East branch meeting. From 17.00 to 19.00. Room G15, Pinewood Education Centre, Stepping Hill Hospital, SK2 7JQ.
- **4 April**: Cheshire West branch meeting. From 16.00 to 18.00. More details and venue to confirmed. Please check: [https://www.rcn.org.uk/northwest/get-involved/branches/cheshire-west](https://www.rcn.org.uk/northwest/get-involved/branches/cheshire-west)
- **13 April**: Greater Manchester branch meeting. From 17.00. RCN North West regional office, Chesham House, St George's Square, Bolton, BL1
- **20 April**: Greater Liverpool and Knowsley branch meeting. From 16.30 to 18.00. Kensington Neighbourhood Health Centre, 155-157 Edge Lane, Liverpool, L7 2PF
- **27 April**: Evolution, Devolution, Revolution. RCN conference hosted by the Central Manchester branch on devolution in Greater Manchester. Mechanics Institute, Manchester. More information and to reserve your places contact Karen.hughes@rcn.org.uk
- **10 May**: Lancashire East branch meeting. From 18.00. RCN North West regional office, Chesham House, St George's Square, Bolton, BL1
- **12 May**: International Nurses day
- **18-22 June**: RCN Congress. Congress & Exhibition SECC, Glasgow. More information and to book your place: [https://www2.rcn.org.uk/newsevents/congress/2016](https://www2.rcn.org.uk/newsevents/congress/2016)

**RCN Bulletin Jobs Fair is back and takes place in Manchester on 2-3 June.** With free entry and access to free seminars, Jobs Fair Manchester is the place to visit for career advice and job opportunities. You also have the chance to win a £250 Marks & Spencer voucher. More information: [http://www.rcnbulletinjobsfair.co.uk/manchester?utm_campaign=Manchester++JF+++June+2016++Launch++email+1&utm_source=emailCampaign&utm_medium=email&utm_content=](http://www.rcnbulletinjobsfair.co.uk/manchester?utm_campaign=Manchester++JF+++June+2016++Launch++email+1&utm_source=emailCampaign&utm_medium=email&utm_content=)

For full details of all national and regional RCN events being held across England, see [https://www.rcn.org.uk/news-and-events](https://www.rcn.org.uk/news-and-events)