Your vote counts

RCN Elections 2011

Andrea Spyropoulos
RCN President

As a member of the RCN, you have the power to shape the future of nursing by voting. It is your responsibility to vote for who should hold these important roles. When your voting pack comes through your door, return your ballot paper. It's quick, easy and free, and it makes a real difference.

Dr Peter Carter
RCN Chief Executive & General Secretary

In difficult times like these, it is vital that you vote for the people who best represent you and the nursing profession. This is your RCN, so please vote – it takes just a few minutes.

Sandra James
Chair of RCN Council

Council is responsible for the overall governance of the RCN, so make sure you vote for the people who can take on this challenge. Students can also vote for the RCN Students Committee – the voice of the future of nursing.
Voting is open for elections to RCN Council, the RCN Students Committee and certain boards. Your election pack, which has been posted to you, contains everything you need to cast an informed vote. Make sure you return your ballot papers by 14 September. You can find more information about candidates at www.rcn.org.uk/elections

The following members have been elected unopposed and will take up their seats after the AGM on 26 October:

- Ian Norris  Council, London
- Kevin Bell  Council, Northern Ireland
- Roy Tomlinson  Council, Yorkshire & the Humber

**Your vote counts**

**Your Council candidates**

**Scotland**
- Eileen Frame
- Andrew Patrick

**Northern**
- Kathryn Fawcett
- Christopher Piercy
- Lee Ranyard

**North West**
- Janet Marsden
- Mike Travis

**West Midlands**
- Tracey Budding
- Neil Carr
- Sue Warner

**Wales**
- Christine Thomas
- Stephen Watson

**South East**
- Nicholas Penhaligon
- Beng Poh
- Rachel Trencher

**Eastern**
- Barbara Stuttle
- Anne Wells

**East Midlands**
- Gill Cort
- David Harding-Price

**South West**
- Jane Bovey
- Tim Coupland
- Debra Nicholson

**Northern**
- Kathrynn Fawcett
- Christopher Piercy
- Lee Ranyard

**North West**
- Janet Marsden
- Mike Travis

**Scotland**
- Eileen Frame
- Andrew Patrick
Protecting pensions

The RCN has said it will ‘vigorously defend fair pensions at all times’ after the Government announced plans to increase monthly contributions to the NHS pension in England and Wales.

The plans prompted an angry response from health unions with RCN Chief Executive Dr Peter Carter saying the Government had ‘clearly torn up the agreement that would have led to increasing affordability in public sector pensions’.

He said: ‘This latest development is not just about contributions in 2012. It is the start of a process that will increase contributions even further and make nurses work until they are dropping on their feet. All this is likely to have a devastating impact on the morale of dedicated nurses.’

The Department of Health said there would be no increase in contributions for those earning up to £15,000. Extra contributions increase with salary, but those earning £30,000 would pay an extra £35 a month.

The RCN now wants members to share their responses to a consultation, launched by the Government after it agreed to consider NHS pensions and other public services on a scheme by scheme basis. Similar consultations are expected in Scotland and Northern Ireland.

For further details, including how to respond to the consultation, please visit www.rcn.org.uk/pensionsconsultation.

Rise ‘not justified or necessary’

The NHS trade unions have said government proposals to increase pensions contributions from April 2012 are a ‘tax on hard working and loyal health service workers’.

A joint statement issued by the unions – which include the RCN – stated that the contributions would not help pension scheme members, but will go straight to the Treasury to help pay back the deficit caused by the banking crisis.

The statement also said: ‘These proposals have been formulated without the agreement of NHS Staff Side, who do not view the proposals as justified or necessary.’

The unions also believe that the Government will propose further increases in contributions for 2013 and 2014, which will make it difficult for pension scheme members to take a considered view on the proposal.
RCN ANNUAL GENERAL MEETING 2011

Your vote is vital

At this year's AGM, RCN members will be asked to vote on two resolutions which narrowly missed being passed last year.

In last year’s vote, 64.23 per cent were in favour of making health practitioners full RCN members. The vote was just short of the required two-thirds majority, so RCN Council is asking members to vote again on the issue.

Council has listened to members with concerns, and an amended resolution proposes setting up a separate health practitioners’ constituency.

The second resolution is about Council approving annual subscription rate increases. It can currently increase the annual rate by up to two per cent above the consumer price index. Last year favourable votes reached 66.08 per cent, a fraction short of the required two-thirds majority.

The RCN is encouraging members to vote ‘yes’ to a modified version of the resolution, now including a proviso that members review the subscription arrangement in a general meeting every five years.

Lastly, members are asked to vote on a new amendment to the Royal Charter to ensure that in the unlikely event of the RCN being wound up, any surplus is passed to members. This resolution is necessary to protect the benefits the RCN receives as a membership organisation.

The AGM will be held on Wednesday 26 October at RCN HQ in London.

www.rcn.org.uk/agm

PROPOSALS TO WIDEN OUTSOURCING

The RCN would like members' views on government proposals to allow the private and voluntary sectors to apply to run more public sector services – including health and social care.

According to the Open Public Services White Paper, the Government wants 'a new approach to improving public services by giving people more choice and control over the services they use and opening public services up to a range of providers'.

The document breaks down public services into three categories: individual services – such as adult social care; neighbourhood services – which could be delivered by voluntary and community groups; and commissioned services – such as emergency health care.

For further details, including how to respond, please visit www.rcn.org.uk/openpublicservices

CONSULTATION

The RCN Bulletin is the only issue of RCN Bulletin to be published this month. The next issue will be published on 7 September. To keep up to date with the latest RCN news, visit www.rcn.org.uk

For all the latest job opportunities, please go to www.rcnbulletinjobs.co.uk

BY ROYAL APPOINTMENT: A group of RCN members and staff attended a garden party at Buckingham Palace as guests of the Queen. The invitations, provided each year by the RCN patron, are given to members and staff in recognition of their contribution to the College. RCN President Andrea Spyropoulos (centre) said: 'It was a real privilege to represent the RCN at the garden party and a wonderful way to reward the hard work of some of our members and staff.'
A growing number of RCN members are seeing their employment transfer to a new business. This could be due to the increasing numbers of trust mergers, private contractors successfully tendering for NHS services, and Southern Cross staff whose employment will be transferred following the company’s financial troubles. The members are also seeing challenges to their terms and conditions so it is now more important than ever that you understand the protection available.

### What protection do I have?

The Transfer of Undertakings (Protection of Employment) Regulations 2006, referred to as the TUPE regulations, provide protection when a business or part of it is sold by one employer to another, or when the responsibility for providing a service transfers from one employer to another. The regulations ensure the original terms and conditions of those transferring are protected when a relevant transfer has taken place.

### Can my new employer change my terms and conditions as a result of the transfer?

If a relevant transfer takes place, then, as stated above, your original terms and conditions will be protected. However, if your new employer seeks to vary your terms and conditions following the transfer, the TUPE regulations provide specific protection. The regulations state that any variation of your contract will be void if the sole or principal reason for the variation is the transfer itself or a reason connected with the transfer that is not an economic, technical or organisational reason entailing changes in the workforce.

### Is there an obligation to consult with staff under the TUPE regulations?

Yes. The TUPE regulations impose a duty on your current and new employer to inform and consult with appropriate representatives of staff who may be affected by a relevant transfer. Consultation should begin long enough before a relevant transfer takes place.

### Will my pension be affected if I am subject to a TUPE transfer?

It could be. Your occupational pension scheme will not automatically transfer to your new employer if you are TUPE transferred. Although your new employer may agree to continue with your occupational pension scheme voluntarily, there is no specific obligation upon them to do so. If they decide not to, legislation outside the TUPE regulations requires your new employer to make available a minimum level of future pension benefits.

### Am I protected by the TUPE regulations if my work is transferred to a private contractor?

Yes, the TUPE regulations apply when there is a transfer from the public to private sector.

### What should I do if I believe there has been a breach of the TUPE regulations?

Please contact RCN Direct on 0345 772 6100 as soon as possible to discuss your concerns and options.

### Where can I get more information about the TUPE regulations?

Find out more at RCN Direct online at www.rcn.org.uk/TUPE
Shaping the early years

The RCN recently published a position statement outlining the value and importance of health visiting. Kim Bell reports on how the service helps improve child development.

RCN member Jacqueline McCracken is driven by a passion to improve the lives of newborn babies. Working as part of a team that targets vulnerable young women having their first child, she is committed to breaking generational cycles of poor physical and emotional health.

‘The girls we work with often have a history of mental health problems,’ she says. ‘Many of them have been in care or in violent relationships and don’t know what it’s like to be part of a loving family. We reach out to those most in need and give them the tools to care more confidently for their child.’

The service Jacqueline helps provide in Northern Ireland has been running for the past two years and was set up in light of increasing evidence demonstrating the importance of early intervention in preventing mental health problems in later childhood and adolescence.

Reaching out
‘Those referred receive a more intensive health visiting service and get monthly home visits from 20 weeks,’ Jacqueline says. ‘We do lots of educative work, teaching young mothers about how babies develop emotionally and how they can interact with their baby. The results have been astonishing with new mums showing real delight in the wonder of their newborn child.’

The new parent project also works with other agencies to resolve issues such as housing and domestic violence so that new mothers are in the best position possible upon the arrival of their child. Young fathers are also targeted and from birth the team does weekly visits for eight weeks before continuing monthly contact up to nine months after birth.

‘We’ve seen a big increase in breastfeeding rates among these clients,’ Jacqueline adds. ‘Children automatically put on the child protection register have been taken off and we have eradicated the need for our clients to undergo expensive residential parenting assessments.’

The work of Jacqueline and her team is one of several case studies highlighted in a new RCN publication demonstrating the importance of health visiting to the development of children in their early years. The document provides a four country perspective and will be used to lobby for more health visitors, better training, and greater incentives for people to enter this area of the profession.

What the RCN position statement says

The RCN’s position is that the following statements must be applied to developments taking place across the UK for reform of early years care to be successful.

- Recognise the importance of the specialist nursing voice by engaging health visitors in discussions about service reform and delivering successful public health interventions.
- Define UK, national and local responsibilities so that an agreed framework can be established to meet future need.
- Support a family-centred team approach so services are responsive to the full scope of a family’s health needs.
- Embed health visiting expertise so that highly skilled nurses work in the areas of most need and help educate the future workforce.
- Develop leadership capacity to secure a robust future for early years services.
- Improve services by giving health visitors increased opportunities to share good practice and lead or contribute to research.
- Create a positive career choice by providing flexible post-graduate education programmes, more opportunities for the newly qualified and increased support for nurses wanting to make the transition to health visiting.
- Ensure appropriate resourcing so that nurses have appropriate access to IT, premises and administrative support and are equipped to provide effective and cost-efficient services.

Read The RCN’s UK position on health visiting in the early years in full at http://tiny.cc/obn14.
Feeling positive about Frontline First

Activists from Scotland travelled to RCN HQ to attend a conference which marked the first anniversary of the Frontline First campaign.

The campaign was created to highlight cuts, waste and innovation in health care.

At the conference, delegates heard about threats to jobs and services, and how nursing staff are creating innovative solutions to improve patient care and save money.

RCN Lothian branch member Rosanne MacQueen, a clinical nurse educator, left the conference enthused about what she can do to support innovation.

‘The excellent work I heard about got me thinking about how I can support clinical staff to make changes,’ said Rosanne. ‘Yes, times are tough at the moment, but the campaign shows nurses can influence how changes to services are made.’

Muriel McNab, a member in Highland who works in practice development, shared Rosanne’s positivity about the event.

She said: ‘It was inspiring to hear examples of nurses who have kept on fighting for what they believe in. Even the simplest change in practice shows how much nurses can contribute to improving care and saving money.’

For more information, visit www.rcn.org.uk/ frontlinefirst

Supporting Better Care programme dates

The Supporting Better Care programme is being run twice more at the RCN in Edinburgh this year – starting on 4 September and 1 November.

The four-day programme can enhance the knowledge and practice of health care support workers, assistant practitioners or care assistants – no matter where they are in their career.

No formal qualifications are required, but it is recommended that participants work in a care setting while completing the programme.

For more information, to apply for either start date, or find out about having the programme delivered in your workplace, email susan.watt@rcn.org.uk

ILA Scotland funding may be available for those attending. For details, visit www ila scotland.org.uk

Supporting children of ill parents

If a parent has to spend time in hospital it can be difficult for children in the family to cope, particularly in relation to education.

Extra support in school is available through Enquire, the national advice and information service for additional support for learning. To contact Enquire, call 0845 123 2303 or visit www.enquire.org.uk

NEWS IN BRIEF

RCN meets health secretary

The RCN has met with Nicola Sturgeon, Cabinet Secretary for Health and Wellbeing, and Ros Moore, Chief Nursing Officer for Scotland, to influence them in a number of key areas.

RCN Scotland Director Theresa Fyffe, Policy Adviser Rachel Cckett and Parliamentary and Media Officer Elinor Jayne raised issues around the health budget, nursing workforce, and health and social care integration.

Ms Sturgeon said plans for integration would be announced in the next few months.

Changed jobs or moved house?

It is important to let the RCN know of changes to your contact details if changing jobs or moving house. This information helps the College put you in contact with the right people if you need support and keep you up to date with RCN activities.

Please update contact and workplace details online at www.rcn.org.uk/myrcn or by calling RCN Direct on 0345 722 6100.

Student scoops prize for record member recruitment effort

Student information officer (SIO) Jordan Christie recently won £50 worth of shopping vouchers, thanks to his efforts to recruit students to the RCN.

Jordan recruited the most new members while on placement and received his prize from Emma Taylor, RCN SIO lead in Scotland, at Dundee University’s Kirkcaldy Campus.

Jordan invited Emma and RCN staff members Leigh Murray and Laura Meikle to speak to students about what benefits they get from being a member of the RCN.

They highlighted access to world-class library and information services – essential for all students. They also signed up more new members on the day.

‘It was great for us to get Jordan’s invitation to join him at his campus,’ said Emma. ‘He was a worthy winner and we were all really impressed at his achievements in recruiting members in his workplace. His enthusiasm for the RCN is totally infectious.’

To find out more about becoming an SIO, email emma.taylor@rcn.org.uk
**NEWS IN BRIEF**

**Wales**

**Exploring Welsh-language care**

RCN members on the common purpose leadership course had a chance to attend a Welsh language workshop at RCN Wales HQ last month. Delegates addressed the question of what steps could be taken to influence the proficiency of health care workers using Welsh-medium communications. The issue will now be explored in more depth with Ann Davies, Workforce Development Manager at the Welsh Government, and Lisa Turnbull, RCN Policy and Public Affairs Adviser.

**Branch meeting dates**

RCN Flintshire and Wrexham branch meetings will be held at Glyndwr University from 17:30-18:30 on 15 September and 10 November. Email jeannrichards24@yahoo.co.uk for more details.

**Last chance to nominate**

You have until 31 August to nominate for the RCN in Wales Special Recognition Award for 2011. The prize is given by the RCN Wales board in recognition of an individual's contribution to nursing practice, education and development of nursing, or development of nursing as a profession. The nominee must be an RCN member and hold a job for which a nursing qualification is required or is relevant. Email georgina.weekes@rcn.org.uk to request a nomination form.

**Farewell Helen**

RCN members and staff bade a fond farewell to RCN Officer Helen Whitley who has left the RCN to work as a nursing officer in the Welsh Government.

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**Innovation work brings doctorate for Lyn**

An RCN member has become the first student to be awarded a Professional Doctorate in Nursing at the Cardiff School of Nursing and Midwifery Studies.

Dr Lyn Middleton (pictured right), a senior nurse for pain and rheumatology services, achieved the doctorate after five years of research into pharmaco-dynamic opioid tolerance. She has developed the first draft of a tool to recognise this type of tolerance in patients suffering from chronic non-malignant pain.

Lyn said: ‘The last five years have been an incredible personal and professional journey, further work is needed in the form of post-doctoral studies to validate the tool and get it used regularly in clinical practice.

‘However, it is very exciting to think that in the not too distant future patients could benefit from the work.’

Lyn also received an innovation award from the British Journal of Nursing.

The RCN is seeking feedback from nursing staff who are developing innovations for the Frontline First campaign. Read more at www.rcn.org.uk/frontlinefirst

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**RCN representative highlights benefits of e-learning**

An RCN learning representative has praised an award-winning e-learning programme which has helped staff in south Wales support people with learning disabilities.

Learning representative John Samuel has been involved with the programme in a unit based in Cardiff. He said the introduction of the programme has enhanced the expertise of the staff on these units, to help them provide improved support to people with learning disabilities and challenging behaviour.

‘This training has been targeted at all grades of nursing staff with excellent feedback from candidates, who value the nationally recognized BTEC qualifications. Most importantly, the training has contributed to the improvement in the quality of life of our patients and helped them to be included in the community,’ he said.

The course at Abertawe Bro Morgannwg University Health Board followed a study showing there were around 1,500 adults and children with challenging behaviour in the local area.

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**RCN supports smoking ban in cars**

The RCN has supported legislation which could be introduced in Wales to ban smoking in cars carrying children.

If the legislation is introduced, Wales could be the first European country to ban the habit in such circumstances.

Tina Donnelly, RCN Wales Director, said: ‘Children are especially vulnerable as they are unable to protect themselves from the damaging effects of second-hand smoke. We encourage initiatives that help people quit smoking.

‘The RCN has a policy which promotes smoking cessation and provides support for staff who wish to try to stop smoking.’

First Minister Carwyn Jones has said legislation could be considered later in the current five-year assembly term if smoking levels did not reduce following stop smoking interventions and campaigns.

A recent report suggested that about 20 per cent of 11 to 16 year old school children in Wales were exposed to smoke the last time they travelled in a car.
RCN advisers meet specialists

Nicky Hayes, RCN Older People’s Adviser, and Amanda Cheesley, RCN Long Term Conditions Adviser, recently visited Northern Ireland to learn different ways of working and to establish links with specialist nursing staff.

They met with the respiratory team at the Mater Hospital, led by nurse consultant Anne Marie Marley – a former RCN Northern Ireland Nurse of the Year.

They then travelled to Antrim Area Hospital to meet Marina Lupari, winner of the RCN Frontline First innovation award, who described how she saved £400,000 by reducing unplanned hospital admissions among older people.

Philip Bartley and Deirdre Lewis, who were finalists in the RCN Northern Ireland Nurse of the Year Awards 2011, then explained their work to develop nursing staff in the Northern Trust to become dementia champions and facilitators.

The following day the visitors saw how older people’s services in the Southern Trust operated. They learned about a number of innovative initiatives including a multidisciplinary memory clinic and using telemonitoring to keep people out of hospital.

Finally, they met with DHSSPS Nursing Officer Anne Mills who discussed policy issues relating to older people and long-term conditions.

Deadline for Older People’s Nursing Network Award

Members only have until 1 September to submit nominations for the RCN Older People’s Nursing Network (OPeNN) Award.

The award is an annual opportunity to recognise and celebrate innovative person-centred nursing practice in the care of older people in Northern Ireland. Any RCN member working with older people in any care setting in Northern Ireland is eligible to apply.

Applicants must be able to link what they have achieved directly to Nursing and Midwifery Council guidance for the care of older people and demonstrate how the project meets the three elements of people, process and place. The winners will be announced at the OPeNN annual conference on 12 October. Previous winners and current OPeNN committee members are not eligible to apply.

Application forms are available from Katherine Stevenson on 028 9038 4600 or by emailing cst@rcn.org.uk.

To read the NMC guidance, visit their official website at www.nmc.org.uk.

Nursing on Rathlin Island:
RCN Officer Dessie Lowry and Alison Milliken, Trade Union Side Secretary for the Northern Trust, joined a Northern Trust management visit to Rathlin Island recently. Rathlin is a small island off the coast of County Antrim with about 100 residents. Dessie and Alison met two nurses and discussed a range of issues relating to how nursing services are delivered. They also looked at plans for a new health care facility and the opportunity to talk about on-call arrangements and 24-hour emergency cover. Alison (right) is pictured with Rathlin nurse Liz Kane.

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News in Brief

Scholarship open to nurses
RCN members can apply for a scholarship if they wish to undertake a study demonstrating improvements in care and the patient experience or a small scale research, audit study or reflective practice. Each Martha McMenamin Memorial Scholarship is worth up to £5,000. Contact Pat Hannaway for details and an application form at pat.hannaway@westerntrusthsni.net or call 028 7186 512. The closing date is Friday 7 October.

Rare diseases conference
The RCN is holding a joint conference on Monday 17 October entitled Working towards best practice in rare diseases: progressive supranuclear palsy, motor neurone disease and Huntington’s disease. Email cst@rcn.org.uk or call 028 9038 4600 for more details.

Seminar for HCAs
The RCN is holding a Fundamentals of care seminar for health care assistants on Tuesday 6 September on challenging behaviour. The seminar is free to RCN members and £5 for non-members, and will take place in the Recreation Hall at the Erne Hospital, Enniskillen. Seminars on venepuncture, communication, record keeping, blood pressure and protection of vulnerable adults are taking place at RCN Northern Ireland HQ in Belfast during September, October and November. For further information on any of these seminars, email cst@rcn.org.uk or call 028 9038 4600.
**EASTERN**

‘Short-sighted’ plans to close One Stop Shop

The RCN has criticised plans by West Essex Community Health Services (WECHS) to close the ‘One Stop Shop’ in Harlow.

The nurse-led service, which has been used by thousands of young people since it opened in 1999, provides a drop-in service and offers health, welfare, housing and careers advice, all in one location.

The RCN is concerned that WECHS appears to have made no assessment of the impact of the closure of the service on the local community, instead choosing to halt the service at very short notice.

Mike Kavanagh, RCN Officer for Essex, said: ‘The closure of this service will mean many young people in the area will feel that they have nowhere to turn. This service is widely acknowledged to help reduce teenage pregnancies and sexually transmitted diseases among young people. ‘It is independent, nurse led and impartial. It is short-sighted of West Essex not to look at alternative venues and funding.’

The RCN will respond to the consultation in full and will be providing support for all members affected by the proposed closure.

**SOUTH WEST**

Staff in Plymouth face uncertain future

The RCN is extremely concerned about the impact on staff and care after Plymouth Hospitals NHS Trust announced proposals to cut 281 posts in a bid to meet savings of £32 million.

Members at the trust have been through numerous service reconfigurations in recent years to make savings and jobs have already been cut, adding to the workload of remaining staff.

The RCN is seeking further information to understand how the trust has arrived at the proposals and reassurances that the needs of staff and quality patient services are being appropriately considered.

Regional Officer Sue Matthews, Assistant Officer Steve Jupp and Lead Steward Chelley Winfield are already meeting with trust managers and RCN members. Members will receive updates locally or by email.

Members who would like advice can visit the website at www.rcn.org.uk/direct or call 0345 772 6100.

**SOUTH EAST**

Branch members are prepared for the future

A study day organised by Eastern and Coastal Kent branch, themed on preparing for the future of nursing, looked at the impact of changes in health care on members.

RCN Chief Executive Dr Peter Carter highlighted changes to the Health and Social Care Bill, with his emphasis on working constructively with change enthusing the audience.

The 70 delegates, some of whom are pictured above, also heard from commissioning nurses on supporting monitoring and safeguarding, while senior nurses spoke on maintaining standards and encouraging innovation.

Meanwhile, four nurses discussed how a new communications book improved care in acute hospitals for patients with learning disabilities, and RCN Fellow Les Storey discussed the need to explore and identify the preferred place for end-of-life care.

**NORTHERN ENGLAND**

You’re only covered when you’re covered

The RCN’s Northern region has been receiving calls from members who have only joined the RCN after an incident has already occurred at work. Unfortunately this means the College is not able to represent them.

Colette Ross, who works in the regional office, said: ‘It is important to remember that RCN membership works in a similar way to car or house insurance. Just as you cannot insure your car after a crash, or your house after it has burned down, the RCN cannot represent you if you were not a member when the incident occurred.’

Existing members who currently pay by cash or cheque may wish to consider switching to direct debit. This should ensure your membership payments are taken automatically, and there is no gap in your coverage between the end of one year’s payment and the beginning of the next.

Members still need to check bank statements regularly, to make sure the payment has been made. And in the current difficult economic climate, it has never been more important to be protected in the workplace.

Colette said: ‘We have had a number of members contact us requiring advice and support over redundancies in their workplace. Nobody thinks they will be next, but your RCN membership is a lifeline, should the unexpected happen.’

www.rcn.org.uk
WEST MIDLANDS

**UHNS changes: your views sought**

The RCN is seeking the views of members working at the University Hospital of North Staffordshire (UHNS) on plans to reorganise the nursing workforce and cut pay protection for staff at risk of being downbanded.

The Stoke-on-Trent trust is currently consulting staff and unions on proposals to restructure the nursing workforce so it fits the reduced bed capacity and requirements of its new building – to which services will begin transferring in November. It means the number of senior nursing posts (band 6 and above) would be reduced by about 260, with an increase in band 5 posts of about 200.

The trust also proposes cuts to its pay protection scheme, replacing the entitlement to five years’ protection for the longest-serving staff with a maximum of two years’ protection, although some protection would be introduced for staff with less than two years’ service.

The RCN is canvassing members at UHNS to represent their views to management in the ongoing discussions.

For further information, to feedback in confidence to the RCN via email, or to find out about upcoming surgeries, please visit www.rcn.org.uk/westmidlands

NORTH WEST

**Lifetime award presented to Monica Weir**

Monica Weir, RCN Lead Steward and mental health nurse at Manchester Mental Health and Social Care Trust, has been recognised for a lifetime of achievement.

At a ceremony in Manchester Town Hall, Monica (pictured below) was recognised by the trust for her special contribution to mental health nursing over more than 40 years.

Nominator Andrea O’Neill said: ‘Monica is a shining example of an excellent ambassador for the trust, and I for one feel she is the perfect candidate for an award.’

EAST MIDLANDS

**Dave: ‘MBE honour is a tribute to all nurses’**

A former Chair of RCN Congress said becoming an MBE was an honour for mental health nurses in Derbyshire.

Dave Nunn, who chaired Congress from 2002 to 2006 and was an RCN steward for 12 years, received the award in the Queen’s birthday honours.

He said: ‘I have spent my entire career working with people with mental health problems, within Derbyshire, in the NHS.

‘I feel quite humbled as well as hugely proud to have become an MBE. Any of my colleagues could have been awarded this and I feel like I am just representing all of their work.’

Dave is also involved in promoting sporting opportunities for people with mental health problems, most notably in a nationally acclaimed partnership with Derby County Football Club and other organisations.

YORKSHIRE & THE HUMBER

**Defending Agenda For Change**

The RCN is continuing to press the Leeds Partnership NHS Foundation Trust to rethink proposed changes to Agenda for Change. Last month the mental health trust sought to revise some of the nationally agreed terms and conditions to make efficiency savings.

The proposals, which included removing the unsocial hours allowance from sick pay and making annual increments conditional, were rejected by joint staff side as ‘unfair’.

Since then, the trade unions, led by the RCN, are engaging with senior managers while the proposals are on hold.

LONDON

**Bringing nursing Principles to life**

Workshops inspired by the *RCN Principles of Nursing Practice* have proved a real hit with members.

Run by the RCN’s London region and Learning and Development Institute, the workshops attracted a range of members from nursing students to nurse leaders.

The first workshop gave a lively and interactive overview of the Principles, while the second focused on safety as well as an overview of what NHS Evidence offers. The final workshop centred on leadership and team working.

Central to each workshop was encouraging members to reflect on how they could have a positive impact on patient care.
23 SEPTEMBER Vulnerability
RCN Emergency Care Association in Wales conference to be held at RCN Wales, Ty Maeth, Cardiff. For details contact Rhona Workman (as above).

28 SEPTEMBER Accountability for registered nurses
Morning seminar to be held at the Faenol Fawr Hotel, Bodruglan, St Asaph, Denbighshire. For details contact Rhona Workman (as above).

Accountability for health care support workers (HCSWs)
Afternoon seminar to be held at the Faenol Fawr Hotel, Bodruglan, St Asaph, Denbighshire. For details contact Rhona Workman (as above).

7 OCTOBER Drug administration
Study day at RCN Wales, Ty Maeth, Cardiff, from 09:30-16:00. For details contact Rhona Workman (as above).

13 OCTOBER RCN fundamentals of care seminar – record keeping
This morning seminar is aimed at all health care assistants and nursing auxiliaries. At RCN, 17 Windsor Avenue, Belfast, from 09:30-12:30. Details from the CST (as above).

20 SEPTEMBER The NURSE principles of debridement module
Module commences on this date. Designed to equip practitioners with expert clinical knowledge and skills in order to undertake wound debridement and specifically sharp debridement. For more details, call the CPD co-ordinator at Stirling University on 01786 466316/6404 or email nmcpd@stir.ac.uk

22 SEPTEMBER The Scottish Stroke Nurses Forum 50th anniversary conference
At the Dewar’s Centre, Perth. Call Campbell Chalmers on 01224 703108 or email campbell.chalmers@lanarkshire.scot.nhs.uk for details.

29 SEPTEMBER Toxicology study day
Poisoning and overdose for nurses caring for poisoned patients and those who self-harm. Run by NPIPs Edinburgh (Scottish Poisons Information Bureau), taking place in Edinburgh. Call 0131 242 1383 or email SPBi@uhlt.scot.nhs.uk

1 OCTOBER Equal opportunities in medicine: workforce planning and flexible working
At RCP Edinburgh. More information at http://events.rcpe.ac.uk/events/

23 SEPTEMBER Vulnerability
RCN Emergency Care Association in Wales conference to be held at RCN Wales, Ty Maeth, Cardiff. For details contact Rhona Workman (as above).

28 SEPTEMBER Accountability for registered nurses
Morning seminar to be held at the Faenol Fawr Hotel, Bodruglan, St Asaph, Denbighshire. For details contact Rhona Workman (as above).

Accountability for health care support workers (HCSWs)
Afternoon seminar to be held at the Faenol Fawr Hotel, Bodruglan, St Asaph, Denbighshire. For details contact Rhona Workman (as above).

7 OCTOBER Drug administration
Study day at RCN Wales, Ty Maeth, Cardiff, from 09:30-16:00. For details contact Rhona Workman (as above).

13 OCTOBER RCN fundamentals of care seminar – record keeping
This morning seminar is aimed at all health care assistants and nursing auxiliaries. At RCN, 17 Windsor Avenue, Belfast, from 09:30-12:30. Details from the CST (as above).

20 SEPTEMBER The NURSE principles of debridement module
Module commences on this date. Designed to equip practitioners with expert clinical knowledge and skills in order to undertake wound debridement and specifically sharp debridement. For more details, call the CPD co-ordinator at Stirling University on 01786 466316/6404 or email nmcpd@stir.ac.uk

22 SEPTEMBER The Scottish Stroke Nurses Forum 50th anniversary conference
At the Dewar’s Centre, Perth. Call Campbell Chalmers on 01224 703108 or email campbell.chalmers@lanarkshire.scot.nhs.uk for details.

29 SEPTEMBER Toxicology study day
Poisoning and overdose for nurses caring for poisoned patients and those who self-harm. Run by NPIPs Edinburgh (Scottish Poisons Information Bureau), taking place in Edinburgh. Call 0131 242 1383 or email SPBi@uhlt.scot.nhs.uk

1 OCTOBER Equal opportunities in medicine: workforce planning and flexible working
At RCP Edinburgh. More information at http://events.rcpe.ac.uk/events/

Wales

20 SEPTEMBER Stroke
Evening seminar to be held at RCN Wales, Ty Maeth, Cardiff. Call Rhona Workman on 029 2075 1373 or 0345 456 7875 – or email her at rhona.workman@rcn.org.uk
22 SEPTEMBER
Essential communications skills
At Mount Vernon Cancer Centre, Northwood, HA6 2RN. Contact details as above.

SOUTHWEST
6 SEPTEMBER
RCN East Dorset branch
Meeting from 18:00 at Royal Bournemouth Hospital. For more details email kathy.moore@bp-pct.nhs.uk

8 SEPTEMBER
RCN West Dorset branch meeting
From 18:00 at the Education Centre, Dorset County Hospital. Contact Dee Angelic at dee.angelic@dhct.nhs.uk

8–9 SEPTEMBER
NAPCE national conference
Taking place at the University of Bath. Conference exploring key elements in end of life education. For details email education@dorothyhouse-hospice.org.uk

16 SEPTEMBER
Learning event for learning representatives
Designed to support learning representatives in delivering recruitment and development events in their branch. From 11:00-15:00. Call Julie Stedham on 0345 456 7859, ext 7036 or email her at julie.stedham@rcn.org.uk

19 SEPTEMBER
RCN Torbay branch AGM
For more information please email Yvonne at ykennett@nhs.net

SOUTH EAST
7 SEPTEMBER
RCN Hampshire branch development event and AGM
Professional development event at Eastleigh Health Centre from 12:30-13:30 looking at how to access and use the RCN’s web-based resources. AGM from 13:40-16:00. For details email n.penhaligon@btinternet.com

27 SEPTEMBER
East Sussex branch AGM
Halland Forge Hotel, Halland, East Sussex. Time to be confirmed.

29 SEPTEMBER
West Kent branch educational day and AGM
Everyone is welcome to this day which will look at end of life based on the RCN Charter for end of life care. Holiday Inn, Wotham, Kent, from 10:00-16:00. Lunch at 13:00 followed by AGM and then concluding with speakers.

NORTHERN
12–13 SEPTEMBER
BACCN national conference 2011
First class critical care: using evidence to create the future. Newcastle racecourse, Newcastle upon Tyne. For details email info@baccnconference.org.uk

4 OCTOBER
RCN North of Tyne branch meeting
Call 0345 456 7871 for further information.

RCN South of Tyne branch meeting
Call 0345 456 7871 for further information.

5 OCTOBER
RCN County Durham and Darlington branch meeting
Call 0345 456 7871 for more details.

RCN Tees Valley branch meeting
Call 0345 456 7871 for more details.

6 OCTOBER
RCN Cumbria branch meeting
Call 0345 456 7871 for more details.

YORKSHIRE & THE HUMBER
6 SEPTEMBER
RCN North East Lincolnshire branch meeting
Meeting from 17:30 at the Gardens, Diana Princess of Wales Hospital, Grimsby. For further details, email helene.davis@hlg.nhs.uk

14 SEPTEMBER
RCN Hull and East Yorkshire branch
Branch meeting from 16:00 at the Learning Centre, Wilerby Hill, Beverley Road, Wilerby, East Yorkshire HU10 6ED. For more details email Gill Crail at gill.crail@humber.nhs.uk

3 OCTOBER
RCN North Yorkshire Coast branch
Branch meeting and AGM 19:00 in the Seminar room, Postgraduate Medical Centre, Woodlands Drive, Scarborough Hospital, at 19:00. For more details email Roy Tomlinson at grtomlinson@talktalk.net

NORTH WEST
AUGUST (VARIOUS DATES)
Case management ‘roll out’ sessions
Special familiarisation sessions to showcase the new case management system will be held across the North West for regional activists. RCN representatives are invited to attend their nearest session at any of the locations below. For times and further info, email michelle.warburton@rcn.org.uk

10 August: Bolton
12 August: Ellesmere Port
14 August: Liverpool
16 August: Bolton

EASTERN
8 SEPTEMBER
Clinical commissioning launch event
Chilford Hall, Linton, Cambridge CB24 1LE, from 09:30-16:00. The East of England SHA host an event to discuss and debate the way forward for clinical commissioning. To book a place on this event visit http://events.eoe.nhs.uk/2088

13 SEPTEMBER
Managing difficult symptoms
Management of difficult symptoms in palliative care requires a combination of skill, knowledge and resourcefulness to achieve the desired outcome and this day will address and support some of those challenging symptoms. From 09:30-16:30 at the Saint Francis Hospice, Romford, Essex. For further details, please email education@sflh.org.uk or visit www.sflh.org.uk

14 SEPTEMBER
RCN Suffolk county conference (branch meeting and AGM)
Venue to be confirmed. For further details, or to book a place, please call Karen Edwards on 01284 771711.

21 SEPTEMBER
Medical ethics – advance care planning
A discussion of the concept and use of advance care planning and how it might help patients. The value of tools such as advance decisions and advance statements will be discussed. From 14:00-16:30 at the Saint Francis Hospice, Romford, Essex. Email education@sflh.org.uk or visit www.sflh.org.uk for more details.

27 SEPTEMBER
Cambridgeshire county conference (branch meeting and AGM)
At Wood Green Animal Shelter. For further information, or to book a place, please call Linsey Byrne on 01284 771712.

WEST MIDLANDS
Go to www.rcn.org.uk/westmidlands for more regional events

7 SEPTEMBER
Leadership for nurses in the NHS
Talk by Dame Betty Kershaw (pictured above), Emeritus Dean at the University of Sheffield's School of Nursing and Midwifery, as part of the RCN South Staffordshire branch professional development programme. In the Ben Bowden Room, Medical Education Centre, Queen's Hospital, Burton-upon-Trent, from 14:30. Free for RCN members, £25 for non-members (redeemable against the cost of joining the RCN). To book a place email diane.minnis@rcn.org.uk

Moseley Hall Hospital, Alcester Road, Moseley, Birmingham, from 14:00. Free for RCN members, £25 for non-members (redeemable against the cost of joining the RCN). To book a place, please email julia.thomas@rcn.org.uk

27 SEPTEMBER
Nurses in clinical commissioning
Free RCN workshop for nurses interested in contributing their expertise in the new era of health care commissioning. Plough and Harrow, Hagley Road, Edgbaston, Birmingham from 12:30, including lunch. To book a place, call Jenny Bagley on 0121 450 4327 or email jenny.bagley@rcn.org.uk

EAST MIDLANDS
1 SEPTEMBER
HCA network meeting
RCN East Midlands office, 9th Floor, Castle Heights, 72 Maid Marian Way, Nottingham NG5 6B1, from 10:00-12:00. Forum for HCA members to network and share experiences.

5 SEPTEMBER
RCN Derbyshire branch
Branch meeting at the NHS Walk-in Centre, London Road Community Hospital site, Osmaston Road, Derby from 19:00. All members are most welcome. Further details from rogermilligan@nhs.net

7 SEPTEMBER
The way forward – mental health conference
Organised by Lincolnshire Partnership NHS Foundation Trust and the RCN North Lincolnshire branch. At Southview Hotel, Skegness. Cost: £30 in advance or £35 on the day. For further details and bookings call 01754 65009 or email margaret.wilkinson@ptf.nhs.uk

16 SEPTEMBER
Student information network
RCN East Midlands office, 9th Floor, Castle Heights, 72 Maid Marian Way, Nottingham NG5 6B1, from 14:00-16:00. Open to all student members.

19 SEPTEMBER
RCN North Lincolnshire branch meeting and AGM
Meeting from 19:00 in the Lecture Theatre, Lincoln County Hospital. For further details, please email rcn@mattdotcom.org.uk

28 SEPTEMBER
RCN Nottingham branch (AGM)
Branch AGM at New union offices, Nottingham City Hospital campus from 17:45. Entry via Gate 3 off Hucknall Road. For details, email gill.cort@nulf.nhs.uk. All members are most welcome.
Your vote counts

Your RCN Students Committee candidates

Northern Ireland
- Sarah-Louise Dennison
- Stephen Kells
- John McAteer
- Colin Patterson

East Midlands Safety Representative
- Beverley Smith
- Neil Thompson

West Midlands Safety Representative
- Sue Edwards
- Mitzi Wilson

Eastern
- Angela Cowell
- Jessica Curtis

Wales
- Anna-Marie Jones
- Sadie Young

The following members have been elected unopposed:

Denise McLaughlin  Northern Board, Safety Representative
Neil Anderson  Northern Board, Steward
Gavin Wollacott  RCN Students Committee, East Midlands
Edward Fisher  RCN Students Committee, London
Stephen Walton  RCN Students Committee, Northern
Andrew Wyllie  RCN Students Committee, Scotland
Jayne Parker  RCN Students Committee, South East

The following seats received no nominations and remain unfilled:

Yorkshire & The Humber Board, Safety Representative
RCN Students Committee, South West
Vote now!
Elections close 14 September
www.rcn.org.uk/elections

What your council and board members do for you

**Council** is responsible for the overall governance of the RCN, making sure that the College is meeting its objectives of championing nursing and fighting for the rights of members.

**Student Committee** members play a key role in lobbying on behalf of student members and raising issues that impact on students at both a national and international level. They also ensure that students gain the attention they deserve as the future of nursing.

The **safety representatives and stewards on boards** make sure that workplace health and safety issues or employment relations issues are addressed. In addition, they represent their country or region on the UK Safety Representatives’ Committee or UK Stewards’ Committee.