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**REVALIDATION RESPONSE**  
NEWS P3

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**END OF LIFE CARE**  
FEATURES P8

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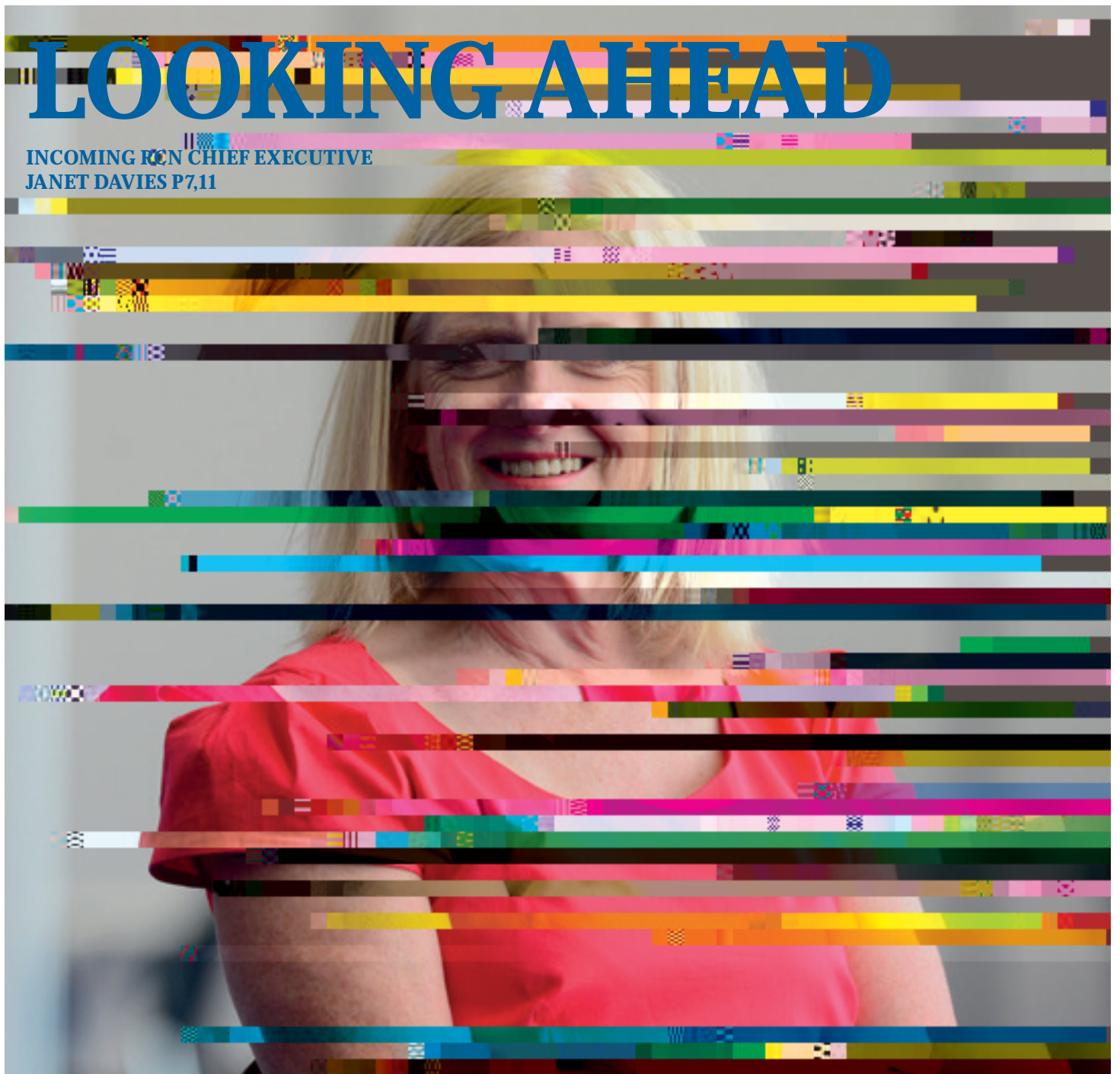
**HEALTH SCREENING**  
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ISSUE NO. 330 AUGUST 2015

# LOOKING AHEAD

**INCOMING RCN CHIEF EXECUTIVE**  
**JANET DAVIES P7,11**





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# Seven day pledge under threat

The RCN has welcomed the Government's vision for a "more human" NHS with services available around the clock but has warned that inadequate staffing levels remain the biggest barrier to seven day care. Health Secretary Jeremy Hunt outlined the need for a "profound culture change" but failed to specify how an inadequately staffed NHS, short of tens of thousands of nurses, can deliver a more efficient and better health service.

On the same day as his speech the independent NHS pay review body (PRB) published its report on delivering health care every day of the week in a financially stable way. It stressed the need for improved workforce planning to ensure



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## Improving practice in Zambia

The RCN has launched an international partnership project with the Zambian Union of Nurses Organisation (ZUNO) with a special event in Lusaka, the capital of Zambia

An RCN project team, led by incoming Chief Executive Janet Davies, was joined by representatives from ZUNO including President Tom Dauti Yung'ana, and the Permanent Secretary for the Ministry of Health in Zambia, Dr Davy Chikamata. The RCN aims to build ZUNO's capacity to influence nursing policy and improve nursing practice in Zambia. The College will also support ZUNO to implement the World Health Organisation's safer surgery checklist at the University Teaching Hospital, the largest hospital in Zambia.

Janet said: "This is a wonderful opportunity for the RCN and ZUNO to join forces for the benefit of nurses in both the UK and Zambia. Sharing our experiences and comparing the challenges facing nursing staff in our respective countries will be a fascinating process."

The project is being overseen by the RCN International Committee, which determines the focus of the College's international development work. The committee has a



## Feedback

**Wendy Irwin**

RCN Diversity and  
Equalities Co-ordinator

RCN members and staff joined others in taking part in this year's London Pride march from Baker Street to Whitehall.

The atmosphere was incredibly supportive as the crowds who turn out to support the event in their tens of thousands are always delighted to see the RCN.

While in the last few months there have been incredible strides taken by some agencies across the world to make same-sex marriage legal, it remains a sobering fact that there is still a huge amount to do to win equality for everyone, everywhere.

I'm delighted the RCN continues to play its part. At Congress in June, a resolution was passed calling for improved mental health services for lesbian, gay, bisexual and transgender (LGBT) patients and earlier in the year, the RCN and Public Health England launched a toolkit to help prevent suicide amongst LGBT youth.

We'll have a presence at a number of Pride events across the UK this summer and I hope as many people get involved as possible. After all, the most important thing is that love wins and not prejudice.

[www.rcn.org.uk/proud](http://www.rcn.org.uk/proud)

# What you've been saying

## Getting to the truth

I want to communicate with Gill Cooksey and the 298 other RCN Congress delegates who voted to oppose the use of covert video and audio surveillance in nursing homes ("What I'm thinking", July). I recently installed an audio device and I would like to explain why I felt I had to.

There is a man with some dementia in a local care institution whom I regularly take to church. Each time, without exception, he said how much he hated the place. The reason he gave was that staff were unkind and did not respect his dignity. So, with his permission, I put the device in his room. I couldn't think of any other way of getting to the truth.

The sound track seemed to me to confirm what he said. I took it to social services, who agreed that the staff were clearly making fun of him. Together, we went to the manager and now things are better.

It could be argued that I should have gone straight to the manager but I do wonder if she would have been able to stop the bad practice without the existence of the soundtrack.

## Lone working worries

I was very pleased to see the article on lone working in last month's issue of RCN Bulletin ("Looking out for yourself", July). When I first started community nursing in 1992, much training and care was given to lone working. But sadly, as numbers of nurses have been reduced, particularly in senior positions, attention to this has decreased. Staff need looking after, not only patients, and I feel that much less importance has been given to this in recent years.

 Susan, via Facebook

## Hot topic

### What role should the arts play in health care?

**Cat Forsyth**, team manager, children's services, says: "The arts can play a pivotal role in the journey to recovery in mental health services. The use of art is aimed to allow individuals to draw on their creative side, enabling a safe way to explore their own thoughts and feelings. Patients have expressed to me that they have benefited greatly from this scarce resource."

Deputy ward manager **Robert Clarke** agrees. "Arts within adolescent mental health services provides a valuable tool," he says. "It enables the expression of emotion within a safe manner without the need for verbal reasoning. It enables confidence to be built, thereby improving the esteem of a young person in a difficult position."

**Lesley Pallett**, a workforce health and wellbeing specialist advisor, says: "Arts (in whatever format) should play a large part in health as a good environment promotes a better recovery. Whatever art form is used should be appropriate to the environment it is being used in."

**Andy McGovern**, a quality improvement lead, praises the benefits of music. He says: "As a nurse working in East London, I travel to work each day on the overcrowded tube and it's music that keeps me sane. As I put my headphones on I get completely removed from the chaos that traveling through London can be. Music can be an effective intervention for patients of every age. It offers health benefits throughout life."

As experts in patient care, the nursing team needs recognition and position

At times like these it is important to promote the value of our expertise, as knowledgeable and skilled individuals and as a collective profession – a nursing team dedicated to the advancement of patient care.

The Royal College of Nursing is the voice of nursing and your message must be heard loud and clear. We know what is needed. We are there day and night, all week, every week, at the bedside, in the community, on call.

We need less posturing and to be listened to, and for our unique experience to be respected and valued.



**From  
the heart**

[www.rcn.org.uk/  
humanitarian](http://www.rcn.org.uk/humanitarian)



## FEATURE

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# Caring to the end

Members' experiences have helped shape new RCN resources on caring for at the end of their lives. Sophie Lowthian reports

An RCN survey in 2014 revealed profound concerns about end of life care in the UK. One of the challenges



for complaints across health care – especially in end of life,” says Sandra. “Conversations around the reduced need for food and fluids at this time can be highly sensitive, complex and situation dependent. We hope these resources help build staff confidence to have these conversations.”



It can be quite brushed over for a sensitive issue

Stephanie Hall, a third year student nurse, currently on her final placement, was part of the working group. “When I started out as a student, being very new, I learnt from the staff around me – but it became clear to me that education in this area was slightly lacking compared to other areas,” she says.

“Unless you feel confident dealing with sensitive conversations, staff sometimes want to avoid them

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# 10 FEATURE

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Because it's hard for them to find time to visit their GP, she makes herself available when they are. "I'll work till 10pm, if necessary." But she works with her husband, the strategic and operational backbone of the clinic, so between them they can share childcare and adjust working hours to suit.

## Tailored screening

A full health check costs £300. Eileen will signpost clients to other services if she is worried about any abnormalities. Screening is tailored to the individual, and tests cover a range of conditions including diabetes, heart disease, high cholesterol, hypertension, kidney disease and, for men, prostate cancer – nothing that is not available via a GP. But the point, says Eileen, is not to compete but to detect disease early. If some people find her service more convenient, and are willing to pay for that convenience, it reduces the burden on the NHS, especially if

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# FEATURE 11

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knowledge and the way they questioned everything was so refreshing it inspired me to undertake a degree. It really changed my outlook on nursing.”

Janet says sh4 26.505 (d m)23 (e 26.l-8



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# FEATURE 13

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picketing. When the strike ended, some of the men refused to let her treat them because she had continued working. "But when I explained my position, they accepted it," she says.

In 1978 she also witnessed a disaster at the nearby Bentley Colliery, which resulted in seven deaths. "It was a very sad time and something that I didn't want to remember," says Joan.

Going down the pit held no fear for

# Helping improve custody care



The RCN Nursing in Criminal Justice Services Forum is playing a vital role in enhancing services for people in police custody

A resolution supported by members at RCN Congress called on the College to lobby all UK governments to enhance the role of nurses providing services to people in police stations and courts.

Forum member Mark Warren said while liaison and diversion and street triage services are proving successful in England, it was

important to have them rolled out across the UK.

"Taking it forward is going to be a challenge but there is a clear groundswell of opinion that this needs to happen," he said. "We need to highlight the good practice going on in various schemes and put pressure on other organisations to adopt them."

Street triage pilot schemes in England have been successful in preventing people with mental health issues being unnecessarily



We're pushing at a half open door because there's a lot of support for this already

detained in police custody. The Government has also promised £15million to fund alternatives to police cells for people detained under the Mental Health Act.

In Scotland, forum member Jessica Davidson has helped develop a nurse-led service delivering care to people in custody across the south east of the country, with support from the police.

Mark added it was important to ensure that what's been promised is delivered, and to continue to build links with the police and UK governments. "We're pushing at a half open door because there's a lot of support for this already," he said. "The police are very keen to work with us and we need to maintain and use those links." He is confident of making progress. "As a forum we've got a clear vision for improving services across the UK, so hopefully that will develop over the next few months. We're very positive about it."

▶ To watch the full debate from RCN Congress visit <http://tinyurl.com/nk2ozy9>

The Older People's Forum was in the spotlight at RCN Congress as members voted overwhelmingly in favour of lobbying the Government to recognise the true cost of care

Forum member Iain McGregor, who manages a care home in the East Midlands, opened the debate by saying: "The purpose of this resolution is not to be making more money for profit-making organisations, but to have the true cost of care recognised and the funding available to deliver excellent care."

Funding for long term care has failed to keep pace with increasing care

needs, rising costs, and the resource implications associated with legislation and regulation. Means-tested funding arrangements for long term care can be hard for people to understand and many care home residents have to make a considerable contribution to the cost of their care.

Staff costs are another significant factor for care home providers, with many employers only able to pay the national minimum wage. Staff training and the redesign of care home services are often of low priority to care home providers, who are having to look at other ways of

▶ Watch the full Congress debate at <http://tinyurl.com/p7yfp7h>

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# FORUM FOCUS

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# EVENTS

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