

REVALIDATION LATEST  
NEWS P3  
CARE ON CAMERA



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# NEWS DIGEST

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## Supporting you

The RCN has launched a new campaign to help improve working conditions for nursing staff and support members to enhance their own health and wellbeing.

The Healthy Workplace, Healthy You campaign (see page 11) has begun as fresh evidence shows nursing staff at breaking point. Eighty-two per cent of respondents to the RCN employment survey said they had worked when not feeling well enough to do so, with 46 per cent saying the main reason was work-related stress. Josie Irwin, RCN Head of Employment Relations, said: "Nursing staff are working themselves sick. Many skip every break, work late after every shift, do their paperwork in their own time, and the pressure just increases. Employers, the NHS and the Government need to work together to ensure there are enough nurses with the right level of skills."

## First aid first

The RCN is supporting Every Child a Lifesaver, a campaign to make first aid compulsory in all state-funded secondary schools. It has been launched by St. John Ambulance, the British Heart Foundation and the British Red Cross. At RCN Congress in 2010 members voted in favour of a resolution calling on governments to mandate the teaching of first aid to school children. The RCN is encouraging members to fill in their details on the campaign website which will generate an email to their MP. Visit [everychildalifesaver.org/action](http://everychildalifesaver.org/action)



It is important that nurses ensure they are prepared

The Nursing and Midwifery Council (NMC) has taken the historic step of giving the green light to revalidation – the new process all nurses and midwives will need to undertake to demonstrate they practise safely and effectively. The regulator's governing council voted to approve the model in early October with the first registrants due to revalidate from April next year.

RCN Chief Executive Janet Davies welcomed the decision and pledged to continue working with the NMC to support members going through the process. "The introduction of revalidation is recognition of the important, highly complex and ever changing nature of the work that nurses do," Janet said. "It is now important that nurses ensure they are prepared for revalidation."

Revalidation replaces the existing system of post-registration education and practice (PREP) and is being introduced in response to the Francis report on care failings at Stafford Hospital. It aims to boost professional standards and will see all nurses and midwives in the UK having to demonstrate, every three years, that they are able to deliver care in a safe and effective way.

It means that from April 2016, every registrant will have to provide evidence that they have undertaken the required continuing professional development hours, collected feedback, reflected on their practice, had a professional conversation about their practice with another registrant, and completed 450 practice hours over the three years prior to revalidation.

Revalidation has been tested in 19 sites across the UK and will be subject to a full evaluation upon going live.

Nearly 16,000 nurses and midwives will be the first to revalidate in April but all 685,000 NMC registrants will go through the new process as their registration becomes due for renewal. The RCN is keen to hear about members' experiences of revalidation so that it can tailor support and help ensure the model works for both nurses and patients.

Contact your local learning representative or RCN Direct on 0345 772 6100 if you need professional help. Also look out for RCN learning events on revalidation in your local area.

## What you need to know

In order to revalidate, nurses and midwives will be required to submit evidence of the following:

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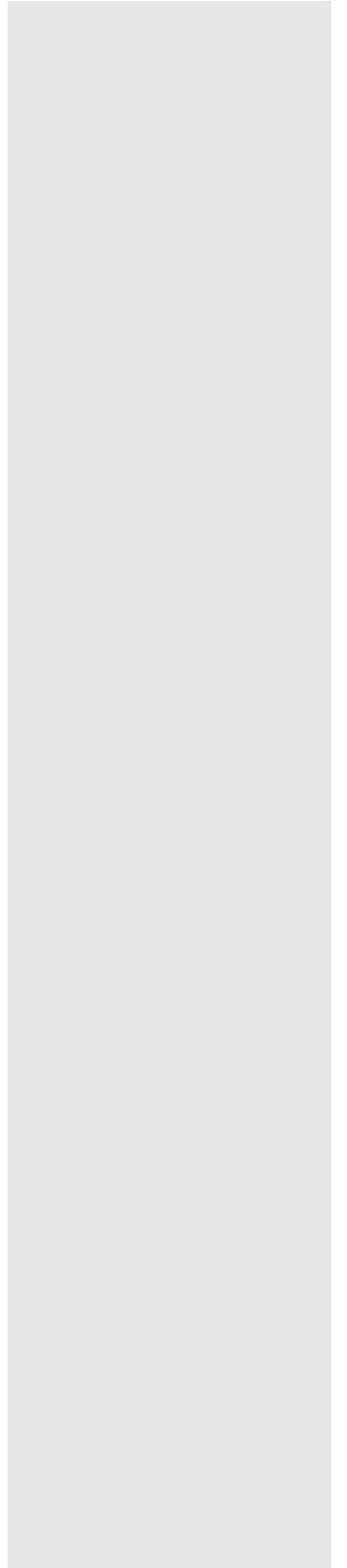
▶ You can find out when you're due to revalidate by setting up an NMC Online account. Visit [www.nmc.org.uk/nmc-online](http://www.nmc.org.uk/nmc-online) to register today

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Nursing will be placed on the





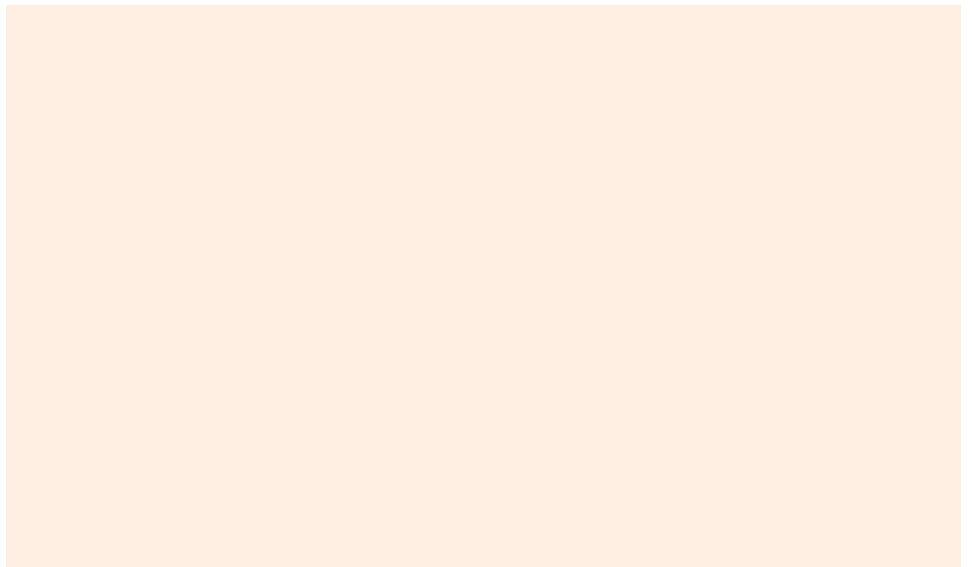
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# OPINION

## The debate goes on

It is refreshing to see nurses engaging with the complexities of the problem of suffering rather than polarising the debate around assisting suicide as the solution ("Hot topic", October). However, we mustn't confuse people opting

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## Nothing to fear

Revalidation is an opportunity to prove our professional value

The Nursing and Midwifery Council has taken the historic step of giving the go ahead to revalidation. For me, it represents the biggest opportunity for nursing in years.

Revalidation has real benefits. The process recognises the complexity of nursing. It will enable us to demonstrate our professionalism and commitment to ongoing development and will provide motivation for us to seek out and push for opportunities to learn. It encourages reflection, so we can gain more and grow from our practice and fundamentally, it attributes value to what we do. It will also require recognition that ongoing opportunities for education are vital.

We shouldn't be afraid. We can do it and will do it. In fact, we're already doing much of what's required; learning from each patient encounter, talking to colleagues about how we can improve practice and looking to progress in our nursing careers. Revalidation puts a name to that and requires us to gather evidence. We must have confidence in our own abilities.

Nursing is a complex and skilled profession. Nurses and health care assistants are required to make difficult clinical decisions on a daily basis and your knowledge and skills are central to delivering safe patient care. You're so important. But not everyone understands what modern nursing involves. We want each and every person in the UK to appreciate the value of nursing and the work that we do.

So I need your help. Please tell us your nursing stories so we can explain the realities of your role and the positive difference you make for patients. We will make sure the fantastic work you do is heard loud and clear. Visit [www.rcn.org.uk/shareyourstory](http://www.rcn.org.uk/shareyourstory) to find out more.

Janet Davies  
RCN Chief Executive



### View from here

Scott Gilbert  
Lieutenant, Queen Alexandra's  
Royal Naval Nursing Service

Remembering the fallen and those who have suffered life-changing injuries from conflicts

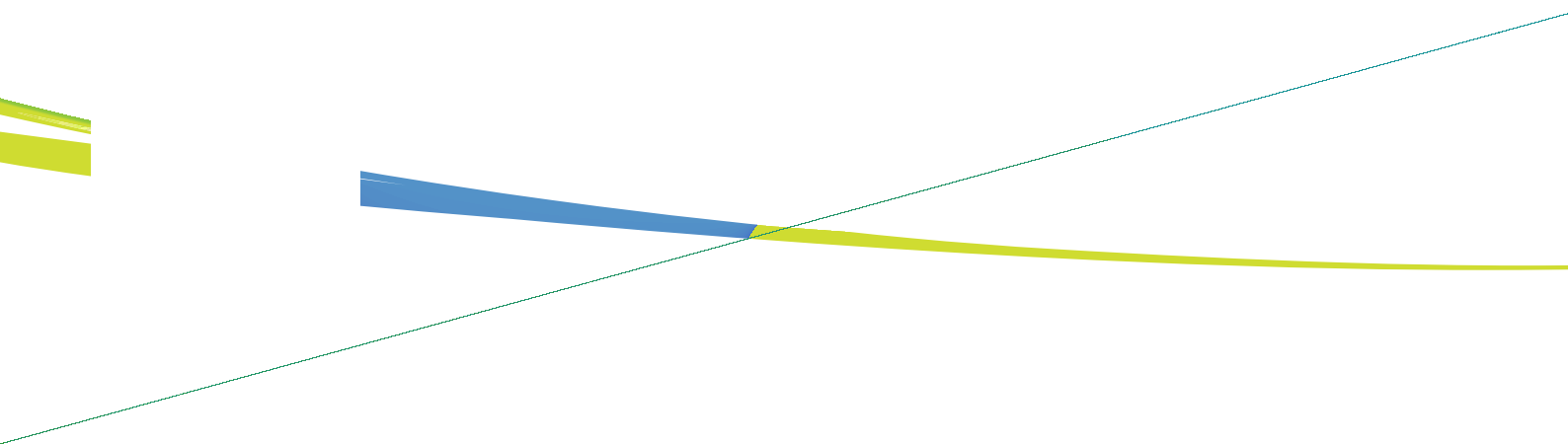
[www.rcn.org.uk/Remembrance15](http://www.rcn.org.uk/Remembrance15)











Recent RCN research has shown that members are finding their workplaces increasingly stressful with extra pressure and workload meaning the majority wouldn't recommend nursing as a career.

The Healthy Workplace, Healthy You campaign aims to identify areas that need improvement and calls on the College's trade union reps to work with staff and employers to improve conditions.

Tracey Budding, an RCN steward for several years, has been involved in building the campaign and says a healthy workplace means more motivated staff and better outcomes for patients.

"Members are being worked to the bone in hugely stressful environments," she says. "Many feel so undervalued they're thinking of leaving the profession. We are hopeful that this campaign will help to reinvigorate their working lives, making them feel valued as individuals."

 Visit the Healthy Workplace, Healthy You website where you can learn more about the campaign and download the Healthy You leaflet: [www.rcn.org.uk/healthyworkplace](http://www.rcn.org.uk/healthyworkplace)

## Improving morale

The campaign, launched last month, focuses on five themes which help specify areas where your workplace can be improved. They are work-life balance, dignity at work, job design, health and safety, and learning and development.

Representatives in your workplace are being encouraged to download the RCN's toolkit accompanying the campaign and use it to form pledges with employers to help improve working conditions. "We believe the Healthy Workplace, Healthy You campaign can have a significant and very positive effect on the morale of nursing staff," adds Tracey.

As well as workplace improvements, the Healthy You aspect of the initiative emphasises the importance of nursing staff having ownership of their own physical and mental health and taking the time to apply the same level of care to their personal wellbeing as they would to their patients.

"It might be things like appreciating the support of friends and family or drawing up a career plan so you have goals and objectives which help to keep you motivated. We want nurses to be seen as individuals



# FEATURE 1

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SPECIALIST FORUMS AND NETWORKS

## Forum



We want to show that our specialty has something to offer in terms of education and professional development

that momentum," says Chris. "We saw a 16 per cent increase in forum membership at the beginning of this year and I'm hoping that the histories project and defining nursing history project will encourage further work that we

There are more forums planned for next year.

Visit [www.rcn.org.uk/development](http://www.rcn.org.uk/development) for more information.

## Surgical best practice

Members of the RCN Perioperative Forum have been working on a project to help support best practice to prevent surgical site infections (SSI).



OneTogether is a partnership between leading professional organisations including the Association for Perioperative Practice, Infection Prevention Society, College of Operating Department Practitioners and the RCN.

Tracey Radcliffe, Chair of the RCN Perioperative Forum and quality and practice development lead nurse, said: "The aim of the partnership is to explore how guidance on infection prevention in relation to surgery is used in practice, identify challenges that affect that guidance and inform and support surgical staff with resources designed for best practice."

## Seeing is believing

The RCN Ophthalmic Nursing Forum held a successful conference at RCN headquarters in London last month providing delegates with information on the latest developments in the field of eye health. The programme included topics ranging from glaucoma to dementia.



Chair of the forum Mary Shaw said "I was really pleased with the turnout. The interaction from the audience made me feel that those who attended were truly engaging with what was being said."

The forum is currently working with the Eye Health Committee for the Department of Health and advises on National Institute for Health and Care Excellence guidelines for improving eye health

To be involved in the work of the forum visit [www.rcn.org.uk/ophthalmology](http://www.rcn.org.uk/ophthalmology)

## Standard delivery

The RCN has launched two new publications providing information and best practice for administering immunisations. Supporting the Delivery of Immunisation Education: A Quality Framework to Support the Implementation of National Standards and Guidelines on Immunisation Training recommends the standardisation of immunisation training. A separate Immunisation Knowledge and Skills Competence Assessment Tool is also available. Download the publications from [www.rcn.org.uk/publications](http://www.rcn.org.uk/publications)

## International reach

The National Resource for Infection Control's (NRIC) website is undergoing a facelift to make it more accessible for its worldwide audience. Sue Wiseman, content manager for the now-called International Resource for Infection Control, said: "As global communication increases

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## What I'm thinking

Wendy Mashlan  
RCN Older People's Forum



The NHS has been under immense scrutiny in its provision of care to the older population with many front-door acute hospital services being overstretched, under resourced and unable to provide adequate medical assessments. This position has led to failings in care, lack of dignity and decline in many people's health and wellbeing. Has the time come for nurses to step in and employ their diverse skills to ensure that patients' needs are fully met from all perspectives?

Nurses are key players within the evolving health service and exploring the use of the advanced nurse practitioner (ANP) as a key clinical driver for older persons' services may be a way forward. The ANP role is clinically focused with a strategic element, delivering high standards of holistic care to patients as well as leading on global health service changes. The ability to practise from a more "medicalised" perspective, yet remain embedded within the nursing profession is advantageous.

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

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# EVENTS

FIND MORE DETAILS OF THE EVENTS LISTED BY VISITING THE REGION AND COUNTRY PAGES OF THE RCN WEBSITE OR GO TO [WWW.RCN.ORG.UK/EVENTS](http://WWW.RCN.ORG.UK/EVENTS)

## Effective continence management

Wednesday 25 - Thursday 26 November  
The International Centre, St Quentin Gate,  
Telford, Shropshire TF3 4JH

This two-day conference, hosted by the RCN Continence Care Forum, provides an opportunity to meet other health care professionals who are passionate about promoting healthy bladder and bowel management. Come together to build strategies to challenge disbeliefs about growing old and the expectation that age must bring with it bladder and/or bowel problems. Sessions will focus on moisture lesions, frameworks for continence care in nursing homes and how professionals can inform patients from a public health perspective.

For more information, and to book online, visit [www.rcn.org.uk/continence2015](http://www.rcn.org.uk/continence2015)

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

Wednesday 11 November,  
6.30pm  
The Mac Centre, 10 Exchange  
Street West, Belfast BT1 2NJ  
[Regulating Rita – The Story of a Nurse and Her Code](#)  
For more information and to apply for free tickets email [cst@rcn.org.uk](mailto:cst@rcn.org.uk)

[www.rcn.org.uk/scotland](http://www.rcn.org.uk/scotland)  
Glasgow  
Wednesday 25 November  
The Lighthouse, 11 Mitchell  
Lane, Glasgow G1 3NU  
[Nursing Scotland's Future – RCN Scotland campaign for the Scottish Parliament elections in 2016](#)

[www.rcn.org.uk/wales](http://www.rcn.org.uk/wales)  
Cardi  
Monday 16 November  
The Group Education Room,  
Glossop Unit, Cardi Royal  
Inn, Cardiff CF24 0SZ  
[Two RCN Wales seminars. In the morning, Clinical Update on Sexual Health. In the afternoon, HIV and Hepatitis Clinical Update](#)

For more information call 029 2068 0713 or email [rhona.workman@rcn.org.uk](mailto:rhona.workman@rcn.org.uk)

[www.rcn.org.uk/eastmidlands](http://www.rcn.org.uk/eastmidlands)  
Nottingham  
Saturday 14 November, 9am  
Simpson 2, City Hospital,  
Nottingham NG5 1PB  
[Society of Orthopaedic and Trauma Nursing Nottinghamshire Group study day](#)  
Update your skills and find out more about the latest developments in orthopaedic and trauma nursing. Places are limited, so book now by email: [ruth\\_hartley@btconnect.com](mailto:ruth_hartley@btconnect.com)

[www.rcn.org.uk/eastern](http://www.rcn.org.uk/eastern)  
Chelmsford  
Wednesday 18 November  
Marconi Centre, Beehive Lane,  
Chelmsford CM2 9RX  
[Nursing Leadership: Building Resilience and Raising Standards in the Independent Sector](#)  
For further information contact [jenna.williams@rcn.org.uk](mailto:jenna.williams@rcn.org.uk)

[www.rcn.org.uk/london](http://www.rcn.org.uk/london)  
London  
Various dates  
Various locations

### Autumn of Learning

RCN London is hosting a series of day-long educational conferences across the region. The programme aims to provide development opportunities for members at all levels, in venues chosen by the local branch networks. All the events are free to attend and venues include St Pancras Hospital and Whipps Cross Hospital. Registration is open now at [www.rcn.org.uk/autumnoflearning](http://www.rcn.org.uk/autumnoflearning)

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

Warrington  
Thursday 26 November,  
9.30am-4pm  
The Centre at Birchwood Park,  
Birchwood WA3 6YN  
[Making a Mark – RCN North West regional conference](#)  
This year's annual regional conference will celebrate examples of good practice and innovation across the region. Free to RCN members. For more information contact Karen Hughes on 01204 552 447 or [karen.hughes@rcn.org.uk](mailto:karen.hughes@rcn.org.uk)

[www.rcn.org.uk/northern](http://www.rcn.org.uk/northern)  
Sunderland  
Thursday 3 December,  
9.30am-4pm  
RCN Sunderland Office,  
Avalon House, St Catherine's  
Court, Sunderland Business  
Park, Sunderland SR5 3XJ  
[The Role of the Rep: Ensuring Revalidation, Education and Escalation through Listening to](#)

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