



WE'RE CONTINUING TO CAMPAIGN
FOR RECOGNITION OF YOUR VITAL WORK

'Kindness is key'

People sometimes think kindness is a soft word but actually it's one of the most important things for nursing staff. We have to be kind, and highly skilled, not either or. This also means being kind to each other.

nurses we have and further develop the evidence on what we need to do to keep them nursing.

Whilst the immediate situation is R.6 [(F)09(^2.29999237(R y7.6(a3(v)7.1(e) å 9999 %-7.6

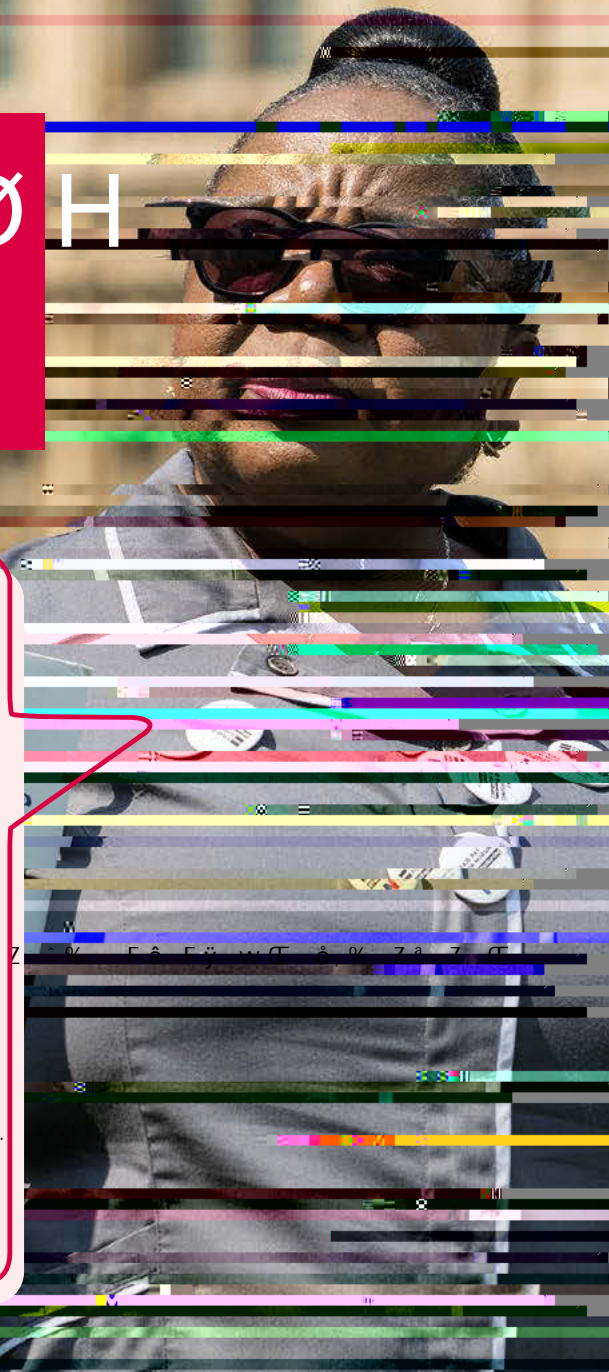
Over the last 18 months but the way the value of all aspects of nursing has shone through has been truly inspiring. Nursing has responded to the pandemic and come to the fore in a lot of positive ways, and I can see opportunities to build on that and take the profession forward.

As RCN President, I want to make sure I give a voice to all areas of nursing and for all to feel supported and valued in their roles.

We have seen an increasing interest in nursing, but we must retain the



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ENGLAND: 'We deserve more'

The UK government announced a 3% pay award for NHS staff in England on 21 July. I remember hearing the news. I felt so dejected, unappreciated and angry. We campaigned hard for more to keep people in the profession and our patients safe but ministers didn't listen.

A crisis is imminent. I see it at work. People are leaving nursing or they're retiring early. We're doing our best to maintain standards of care, but we're so short-staffed. It's breaking those of us who are left.

The government will think we're OK with this pitiful pay rise and move on. We deserve more than this.

You can have your say by voting in the RCN consultation. It's really easy. If you work for the NHS on Agenda for Change terms and conditions, and that's on your member record, you'll have had an email asking you to vote. This is your chance to get your voice heard. Loving what we do as nurses isn't enough to pay the bills.

Kafeelat, community matron



Do you work for the NHS in England or Wales?

If so, you should have received an email, or letter if you don't have an email address, from Civica Election Services (Civica). These contain a unique link or code to login to the Civica platform and vote on whether you think the 3% NHS pay award is acceptable or unacceptable.

You're eligible to vote if you're directly employed by the NHS on Agenda for Change terms and conditions in England or Wales. If you haven't received an email

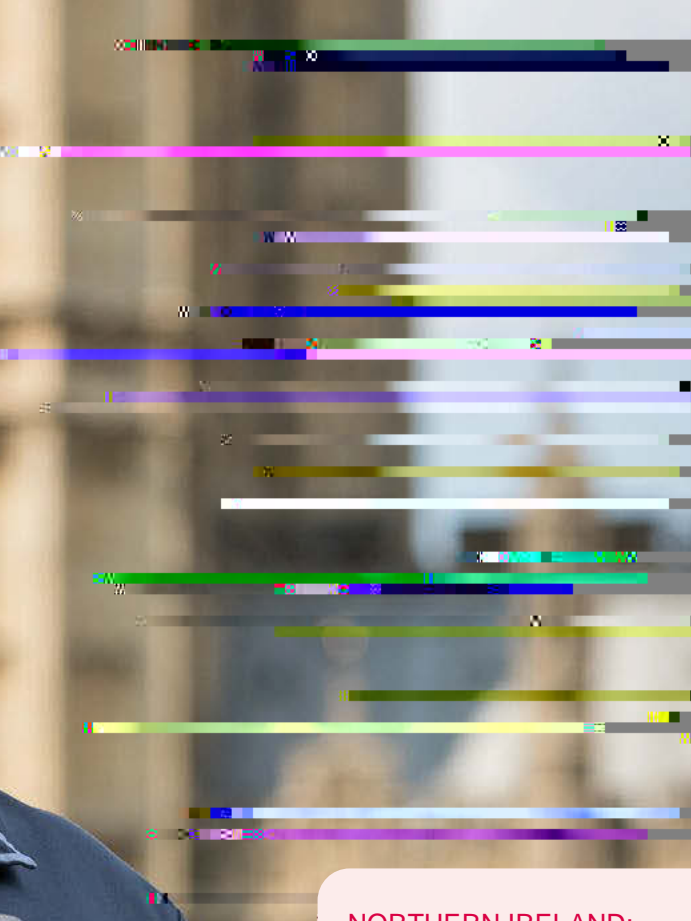
or letter, check your junk and spam folders as well as your member details at MyRCN: [rcn.org](#) or call us on 0345 772 6100 (select option one) or email [rcn@rcn.org](#)

Student members have been emailed instructions on what to do if they're working for the NHS while studying.

  The outcome of the consultations will direct our next steps.

Don't work for the NHS?

We've recently completed consultations for members working on Jersey and for Marie Curie and continue to work with independent employers to improve terms and conditions. We believe nursing staff working for other public sector employers and independent employers should be paid at least the same as their counterparts in the NHS. We anticipate that improvements in NHS pay will have a positive effect on pay in other sectors.



NORTHERN IRELAND: 'We're in limbo'

The Northern Ireland Executive hasn't announced a pay award for HSC staff yet. Though the health minister says he wants it to be 3%, he needs to get the agreement out until October whether that's been agreed and what we'll get.

It leaves us in limbo and with pay disparity with the rest of the UK again. It's disheartening. I put so much of myself into my job, I feel pretty worthless right now.

I can't help thinking that we're not being taken seriously.

Ministers won't listen to our warnings about the exodus of nursing staff and yet people are leaving in droves. 182 nurses resigned from the

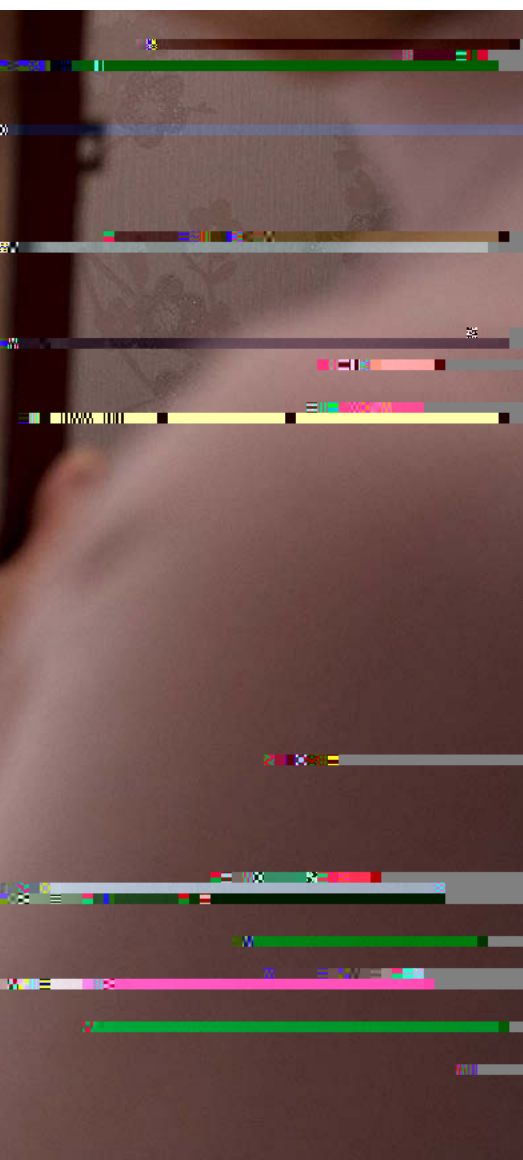
of this year.



No nurse wants to refuse treatment or withdraw care, but they must know when a work environment becomes unsafe and how to raise their concerns effectively.

Recognising risks

The guidance doesn't just cover safety in dangerous and abusive scenarios, but also in infection prevention and control.



Motor neurone disease



I like complex patients, says nurse consultant Jan Clarke. I like having to think and having to work to get the most out of a situation that's changing rapidly.

Jan, who works at the National Hospital for Neurology and Neurosurgery in London, specialises in motor neurone disease (MND), which she says some doctors describe as 'the worst disease in medicine'.

MND is fast-progressing and terminal, with no cure. A third of people diagnosed with it will die within a year more than half within two years.

It's characterised by increasing loss of-

The RCN has a range of Healthy You resources especially for nursing staff.
Use them to develop your own self-care plan:

Former theatre nurse Carol Menashy
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her shift when she became aware of a
safety incident in the operating room.

“The doctor involved was in distress

How to lead when you're new to nursing

Every student and newly registered nurse has the potential to lead and influence, says Craig from the RCN Nurses in Management and Leadership Forum

I'm a community staff nurse working with newly

Small actions, big changes

As a student or newly registered nurse, you can become overwhelmed by everything you feel needs improving. We all know the health and social care sector is not in the best



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