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Join us and get involved in Nurses' Day on 12 May.

To find out more, and download or order materials, visit [rcn.org.uk / nursesday](https://www.rcn.org.uk/nursesday)

Our Nurses' Day materials are sponsored by LV=.

Have you listened to the RCN Professional Nursing Committee's new podcast yet? Nursing Matters unpacks nursing news, explores professional issues, and introduces members who are at the forefront of developing nursing practice and the profession. Listen at [rcn.org.uk/nurses/TT3w\(r\)-0-1.2c](https://www.rcn.org.uk/nurses/TT3w(r)-0-1.2c)

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## NHS pay in Scotland: have your say

The Scottish government has made a one-year pay offer to NHS Scotland Agenda for Change staff following negotiations with the RCN and other health trade unions, and NHS employers. Members on NHS Scotland Agenda for Change terms and conditions are being asked to vote to accept or reject the offer in a consultation running from 16 April to 5 May. The RCN is recommending that members reject the offer.

RCN Scotland Board Chair Julie Lamberth said: "Governments across the UK need to demonstrate that nursing staff are valued. That's why we are campaigning for 12.5%. It's important that all members working in the NHS have their say on this offer. We believe the nursing profession deserves fair pay that recognises our contribution, supports retention and recruitment to ensure patient



safety and compensates for the failure of salaries to keep up with the cost of living over the last 10 years. We are recommending our members reject this offer."

As *Activate* went to press, the RCN was preparing to open the consultation. Visit [c .o g.u /fa pay-scot a d](https://www.rcn.org.uk/fa-pay-scotland)

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## 6 VITAL SUPPORT

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# Talking about trauma

A year on since UK care homes first locked down due to COVID-19, Caring Homes regulatory compliance training manager and RCN learning rep Fraser decided to do something to offer extra support to members who were feeling the emotional impact of working during the pandemic.

"It's been very difficult," says Fraser, who is the training lead for all 70 Caring Homes locations across the UK.

"Many colleagues were off sick when we first went into lockdown. We had to try and put in support for them, so it has had an impact on everyone and many staff members have struggled at some point over the past year."

### Like family

Fraser says that for care home staff, those they care for become like family members and many residents leave when they are unwell. Some staff members have had to work longer hours covering for colleagues or just not wanting to leave a resident who was unwell.

to cover for colleagues who were shielding."

Many employees were also isolating from their own families during the height of the pandemic, often working longer hours covering for colleagues or just not wanting to leave a resident who was unwell.

Fraser says: "Speaking to various care home managers about the impact on staff, I wanted to look at how we could offer support

What is trauma?

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## 8 OPINION

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# COVID-19: risk assessments

## When should an individual risk assessment be carried out?

Outside of the shielding group, which includes people who are extremely clinically vulnerable, other factors that can increase the risk of contracting or developing more severe complications from exposure to COVID-19 include:

- if you're aged 60 or above
- if you're from a black, Asian or minority ethnic background
- if you have a lung condition, heart disease, type 1 or type 2 diabetes, chronic kidney disease,

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## Making progress

The network organises monthly meetings which are now virtual, allowing more people to attend to voice their concerns on issues such as speaking up, career progression and staff wellbeing.

“The pandemic has united us,” says Bev. “Once upon a time, there would be five or six people coming to sit in the meeting room. But during COVID-19, we held two wellbeing webinars which over 500 people attended over the two sessions.”

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PULL OUT  
AND DISPLAY  
THIS POSTER IN  
YOUR WORKPLACE

# Signs of work-relat

ted dermatitis

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# 14 MAKING A DIFFERENCE

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visitors were still allowed so





The NHS Pay Review Body (PRB) has been asked to make recommendations on what pay rise NHS staff working in England, Northern Ireland and Wales should receive for 2021-22.

In Scotland, the government isn't using the PRB process and, as *Acti*, ~~XXXXX~~

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Our collective power is greater than the sum of our parts. With that power, we can influence locally and nationally to fight for what nursing and our patients need.

Professional standards, pay, staffing levels, employment rights, workplace safety or any other issue we face – together, we can make real impact.

### **What's happening?**

We are changing the way we support members in their workplace. We are beginning to create a new organising model

that is 100% unique to the character of our membership.

Organising is an approach to making positive change happen, where you identify the issues, come together and bring about solutions on your own terms. Successful organising is achieved largely by supporting you to build strong networks and invest in your leadership capability.

### **Is this just for existing activists?**

This is for every single RCN member. When RCN members come together, we

can achieve real change – in our workplace, community and society.

The principle of organising is members working together to develop mutual support and build leadership skills so they can work together across issues, workplaces, employers and in communities.

Every member has a role to play in educating their fellow nursing staff and all

active in our professional work, but don't necessarily see themselves taking on traditional representative roles. These members could be engaged, excited and supported by an approach focused on advocacy, collective action and bringing about change for the benefit and improvement of patient care.

### Is this a new idea?

Many different kinds of organisations and groups do different kinds of organising work, and for different reasons. Other health unions, professional bodies and community groups are increasingly exploring this way of working to more intensively equip their members to make change happen, but it's the first time our elected members have formally decided to begin, design and eventually

implement a unique organising model that will serve both the professional and trade union elements of our membership.

Some members are self-organised already. Some parts of the RCN, including certain regions, have been testing elements of organising over the years. Members in Northern Ireland showed incredible capacity and passion for organising

through the industrial action they took in December 2019 and January 2020.

### How is this different to what we're doing now?

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## 20 CAMPAIGNING

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# Protect the future of nursing

influencing politicians to ensure the next Scottish government values



“One of our key asks is that work  
to implement the legislation in





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