
4 NEWS

A night at the museum

The RCN is calling on members and the wider public to vote for the RCN Library and Heritage Centre to host a special event with British artist Peter Liversidge.

The centre is one of four venues competing for the chance to stage the event on 29 October during the Museums at Night festival – the UK’s annual after-hours festival of arts, culture and heritage.

Peter will create an installation at the winning venue. If successful, this will be an important part of the RCN’s centenary celebrations.

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14 May. Visit <http://bit.ly/connectpeter>

N The RCN has demonstrated its commitment to expanding support for members in the independent sector by signing a partnership agreement with a national primary care provider.

The deal with OneMedicalGroup, which provides GP, urgent care and minor injury V H U Y L F H V LV W K H z U V W R provide professional development support to nursing staff. RCN Employment Relations Adviser Clare Jacobs said: “We’re delighted to have entered into this agreement. It’s an opportunity to be a trail blazer in what has been achieved with this kind of provider.”



Chair of the RCN Emergency Care Association

Patients facing emergencies deserve emergency nurses. We have the knowledge and skills to make rapid decisions about immediate and longer-term care requirements. Getting this initial assessment right can mean the difference between life and death.

Emergency nurses also have the ability to complete a whole-person assessment, not just provide care for the medical emergency of the day. We will identify safeguarding concerns around young people vulnerable to abuse. We will identify the businessman with chest pain who is suffering, who needs support but is being treated as a deathbed case. We are proud to be part of the emergency care team.



Help decide which picture best represents the profession

The shortlist for the RCN’s centenary photography competition has been revealed and voting has opened for the People’s Choice Award.

The overall competition winners have been selected by a panel of judges and will be announced, along with the People’s Choice Award winner, at RCN Congress in June. All 50 shortlisted images will then form a touring exhibition.

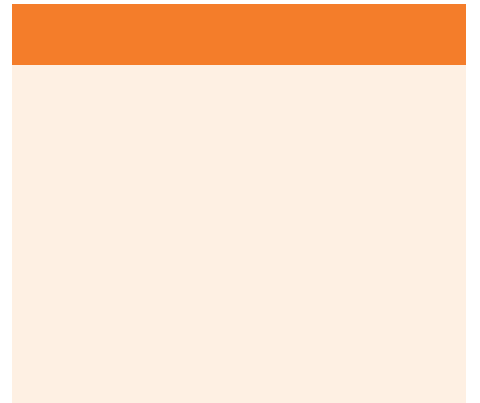
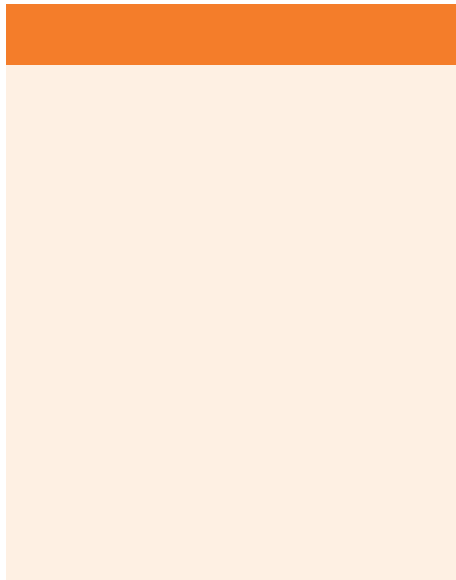
Member judge Vianne Britten said: “The shortlisted photographs show the amount of care, compassion and dedication needed to provide good nursing care. This competition has provided a great outlet for nurses to celebrate the exemplary care they give and their dedication to the profession.”

The Care on Camera competition was launched in November in partnership with W K H 5 R \ D O 3 K R W R J U D S K L F e open to all levels of photographer.

The People’s Choice Award vote closes at 5pm on 31 May. Visit www.rcn100photo.org.uk



6 OPINION



RCN President Cecilia Anim has a special message for nursing staff this Nurses' Day

"If wards need to be staffed then it seems trusts have no option but to continue breaching this cap to ensure safety," says a staff nurse who wishes to remain anonymous. "As nurses, all we want to do is care for our patients. It becomes mean that you can't dedicate enough time to helping people get better. The Government must see this as a sign that we need more investment in nursing to give patients the best possible care."

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RCN President Cecilia Anim has a special message for nursing staff this Nurses' Day

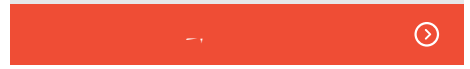
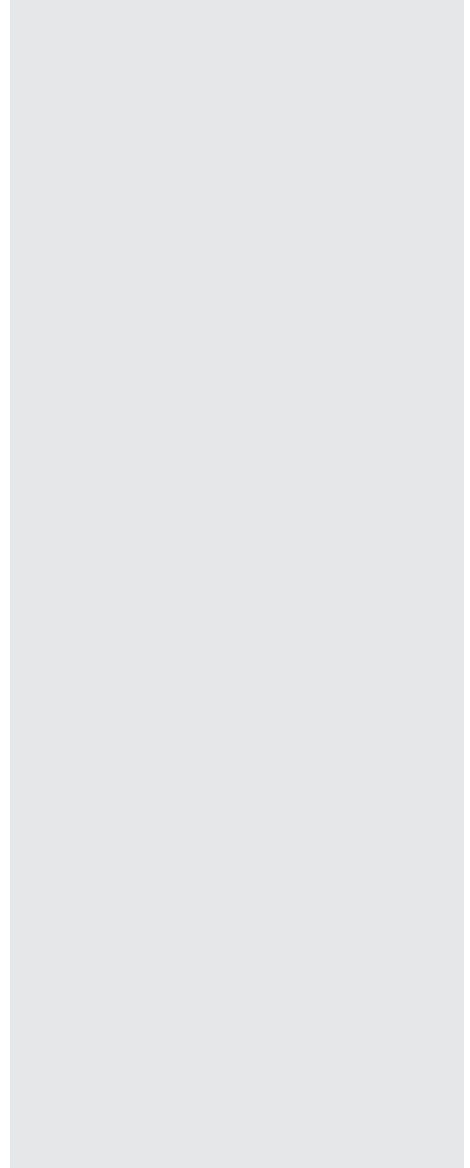
In the busy life of a nurse, midwife or health care assistant, we do not have time to make. It's for this reason that Nurses' Day is so important.

On 12 May celebrations will take place around the world which recognise and value the work we do.

6R , XUJH \RX DOO WR WKLQN DERXW WKH ZD\ you support your patients. And I urge you to think about the way you support friends and colleagues in the nursing team, often in very challenging circumstances.

Think for just one minute, and you will be a nurse, midwife or health care assistant, going the extra mile is simply what we do. As your President, I would like to say

thank you. Nurses' Day is a time of celebration, and no one deserves to celebrate more than you. Please let your colleagues know how valued they are by saying thank you at www.rcn.org.uk/nursesday or tweet your message to [#thankanurse](https://twitter.com/thankanurse). Thank you again, and have a very happy Nurses' Day.



Every year on 12 May, the anniversary of Florence Nightingale's birth, Nurses' Day is celebrated around the world in recognition of the incredible work nursing staff do day-in and day-out, caring for patients and their families.

This year, to mark the occasion, the RCN is encouraging members of the public to say thank you to those who have gone the extra mile.

In John's case, this meant caring for his daughter during the kind of ordeal every family dreads. Two



followed. Different drugs. More drips, different drips. The agony made it impossible for any of us to lead a normal life. We were on edge every time the phone rang.”

After nine days there was some good news. Emma could breathe for herself and be brought out of her coma.

But it wasn't so straightforward. Hospital staff made several failed attempts to remove Emma's breathing tube – each time she fought against the procedure, and she was put into a coma again.

Finally, after 10 days, the tube was removed and Emma was breathing for herself. The other tubes, pipes and wires soon followed and eventually she was transferred to an ordinary ward.

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John is eternally grateful to the staff who helped his daughter and their family through this traumatic experience.

“Throughout those 10 long, lonely days we were supported by the most warm, vigilant and understanding nursing staff,” he says. “They were understanding not only of Emma's situation, but of what we, as a family, were going through.”

From bending ward rules – which permitted only two visitors at a patient's bedside – to allow John, Emma, to explaining in detail the equipment and drugs they were using and how these might affect her and her baby, staff did all they could to help.

“I remember that the staff spoke to Emma, even though she was unconscious,” says John. “They talked her through each day, told her that her family were by her side and that we couldn't wait to

meet her baby. You remember little things like that.”

Richelle, one of the ICU nurses who looked after Emma, says she treats patients and their families the way she would her own family and friends.

“I never think of someone as ‘just a patient’,” she says. “I treat them like a poorly family member, or a friend who needs looking after.”

When Emma woke up she was very confused and didn't have any memory. I spoke to her, and encouraged her family to speak to her, to tell her stories. That made her more alert and helped bring her memory back.

“From the start the family were very thankful. I treated them as I would my own family and in return they did the same to me.”

Emma herself doesn't remember too much about her time in the ICU, but certain things stand out.

One of the nurses taking me out in a wheelchair for some fresh air,” she says.

“They just treated me like a normal person and made me feel human – I remember Richelle still in a coma they used to talk to me like I was awake, or put the radio or TV on. They talked to me like a friend, not a patient.”

Emma's story has a happy ending as 10 weeks after she was discharged from hospital, on 13 October 2014, she gave birth to her daughter Ellie. Proudly sponsored by:



No amount of words can sum up the thanks we have



As well as being an opportunity for the general public to show their gratitude, Nurses' Day also provides nursing staff with the chance to thank one another.

How do you know how valued they are?

Visit www.rcn.org.uk/nursesday to submit your thank you message, or tweet it to [#thankanurse](https://twitter.com/thankanurse).

Make your celebrations extra special.



12 FEATURES

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Every year thousands of members come to RCN Congress, the biggest and most influential event in the nursing calendar. Here are six reasons why it is the must attend event for nursing sta

With revalidation going live this year, there's more pressure than ever for nurses to demonstrate their commitment to continuing professional development (CPD).

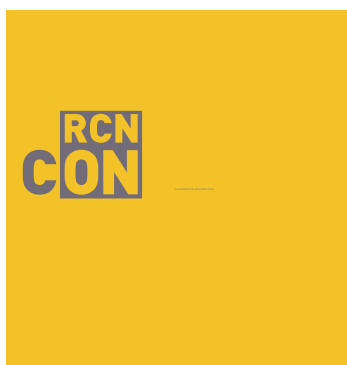
Congress plays host to almost 100 learning events in addition to the debating schedule. Each has the potential to contribute to the 35 hours of CPD required for revalidation on which you could also write a opportunity to talk about your learning with fellow registrants, helping meet the requirement to have a discussion

Clinical nurse specialist Hannah Yarrow will be attending Congress for WKH 2 U V W W L P H W K L V \ H D U 6 K H V D \ V 3, think that as nurses, we often put our heads down and get on with the job, but it's really important to take time

out to consider the bigger picture and UHÀHFW RQ \RXU SUDFW of discussion about our future as a profession at the moment, so it's an important time to be going."

The debates, seminars and workshops aren't just tailored to registered nurses. There's a huge number of learning events relevant to health care assistants (HCAs) and a special interactive V W X G H Q W S U R J U D P P H R Monday of Congress.

The full events programme is now 7 B 1 B 4 0 0 5 2 0 h c 2 8 e T a i B 1 3 D 0 h 6 a 2 g r e s s .



14 FORUM FOCUS



Workshop explores health challenges of mass migration

With hundreds of thousands of people fleeing their home countries, health care workers in the UK are increasingly likely to care for refugees and asylum seekers. The RCN Defence Nursing Forum recently hosted a workshop highlighting some of the challenges this presents.

Dr Nicola Meredith, RCN member from Torture, spoke about the health consequences of torture and the role nurses can play in supporting survivors. An estimated 10-30 per cent of asylum seekers are likely to have been tortured.

As well as the barriers which can prevent survivors from disclosing

what's happened to them, which said nursing staff needed to be aware of how they might unconsciously avoid identifying signs of torture.

"Fear of retraumatising someone, worrying about being able to handle the details, or even the possibility of being an unintentional hindrance to nursing staff asking questions," she said.

"But not identifying torture can lead to things like psychosis, post-traumatic stress disorder and social isolation. Early intervention can help prevent that and ensure survivors receive the appropriate care."



Kiwi lessons key to vaccine uptake in health workers

RCN Public Health Forum member Nicola Meredith has been awarded funding to visit New Zealand. Her learning opportunity for nursing staff is so successful.

Uptake of the vaccine among health care staff in New Zealand is over 60 per cent compared to only 44 per cent in Wales, which remains below the Welsh Government target of 50 per cent.

Nicola will spend four weeks in the country researching and gathering information from a range of health boards thanks to a travelling fellowship

This is an excellent learning opportunity to bring back

from the Winston Churchill Memorial Trust.

Learning opportunity to bring back innovative ideas and strategies to help strengthen the health care system. "We do differently and learn from each other to better protect staff and patients."

It is recommended every year for health care workers with direct patient contact to protect them and the people they care for who

may be particularly susceptible to the complications of the virus.

Evidence shows that closed communities such as hospitals and care homes can help reduce the health impact of the virus. These include groups, as well as winter pressures on health services.

Churchill Travelling Fellowships can be applied for by anybody living in the UK to fund research into an innovative idea from abroad.

Visit www.wcmt.org.uk

Members of the RCN Nursing in Criminal - X V W L F H 6 H U Y L F H V) R U X P improve the mental health of hundreds of people in prison settings in Kent, through an innovative nurse-led initiative.

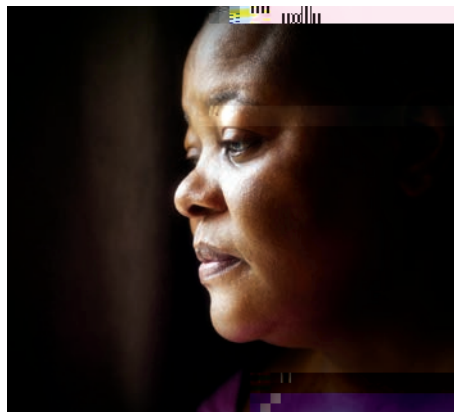
More than 350 people on remand now use the Bradley Resource Centre at + 0 3 (O P O H \ Z K L F K R I ħ F L D O O February and provides psychosocial and art-based workshops.

RCN member Naomi Price, who manages the Prison's Onsite Health Team, said: "The interventions have been extremely successful in engaging users and improving retention rates. Workshops include paranoia, understanding personality and positive urban design."

Find out more about the RCN Forum at www.rcn.org.uk/forums

Updated FGM guidance

The RCN is calling on employers to ensure health care staff have comprehensive training and support to help tackle female genital mutilation (FGM). In updated guidance, the College



Forum Facebook groups

Over the last few months, the RCN's Children and Young People forums have been using a Facebook group to keep in touch and share professional information.

Feedback from members has been overwhelmingly positive, with most saying it has improved how they communicate with each other about professional issues and forum activity. The RCN is encouraging other forums to start their own Facebook groups.

Forum chairs can request a group by contacting rachel.purkett@rcn.org.uk

The Government has announced it will scrap the so-called tampon tax, the ħ Y H S H U F H Q W 9 \$ 7 F K D U J H G R Q Z R P H Q ¶ V sanitary products.

A petition on change.org calling for an end to the tax gathered more than 320,000 signatures, prompting EU leaders to agree to allow VAT to be removed from sanitary items previously classed as "luxuries".

RCN Women's Health Forum committee member Jennie Deeks said: "It's certainly a step in the right direction."

16 EVENTS

D Locations across the UK Joint RCN and NCPC events

A series of six workshops will be held in the autumn on caring for people at the end of their lives.

The events will look at building resilience, signpost to available support, and SURYLGH WLSV RQ KRZ WR LQLWLDWH GLI ¿ FXOW FRQYHUVDWLRQV 6SLULWXD V LJQL ¿ FDQFH IRU KHDOWK S be explored, as will the Mental Capacity Act.

“Evidence shows that nursing staff don’t feel able to deliver the care they would

like for people who are dying,” says Amanda Cheesley, RCN Professional Lead for Long-Term Conditions and End of Life Care.

“By attending this event you will have the opportunity to learn from your peers, VKDUH H[DPSOHV RI EHVW SUDFWLFH DQG UHÀHFW on what you can do to better support patients and their families.”

The workshops will address ways of initiating conversations about end of life planning that could be useful in all areas of nursing. They will also provide information on the importance of doing this for you after themselves.

🔗 For more information visit <http://tinyurl.com/hqbo7hn>

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The RCN is 100 this year and to mark the occasion the RCN Northern and Yorkshire and the Humber regions are teaming up to put on a conference which celebrates nursing excellence and innovation. Members are invited to come along to listen to inspiring speakers and renew their enthusiasm for the profession.

Book your free place online or call 02920 546460 and quote event number 2067.

🔗 Visit <http://tiny.cc/celebrateexcellence>

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Hosted by the RCN Critical Care and In-Flight Nursing Forum, this workshop is essential for all nurses, health care professionals and students working in the ¿ HOG RI FULWLFDO FDUH

The day will include a keynote presentation, interactive talks and panel discussions that will explore recent advances and innovations in research in critical care. Implications

for patient care and professional practice will be considered as well as a review of updates in the effective management of sepsis patients, including a discussion about infection prevention.

The workshop will also cover:

- critical care in developing countries: a review of the nursing speciality in Zambia
- a student nurse perspective: how do we prepare the critical care nurse of the future?
- a patient perspective: dealing with necrotising fasciitis
- organ donation.

🔗 Visit <http://tinyurl.com/h2n5rb8>
WR ¿ QG RXW PRUH

Michael Brown, Chair of RCN Council, provides an overview of the College's key achievements and challenges over the course of 2015

consultation, which revealed that staff turnover in organisations without union representatives is three times higher than in those with union representatives and this equated to an annual saving in the

During the last two years we worked hard to be as accessible as possible to members and to ensure that all the decisions Council has taken have been informed by your views. 10,000 of you informed our response to the consultation on revalidation and enabled us to achieve important changes to the new process.

More than 10,000 of you also participated

Our membership reached record levels and RCN representatives and staff are working incredibly hard to protect our pay, terms and conditions. RCN Direct received 85,958 contacts or enquiries and our legal team secured just over £6m in employment tribunal and personal injury compensation for members. 3,913 counselling sessions were provided and we helped members manage over £2.8m of debt.

be presented to you later this year but, in summary, you told us our priorities must be: to improve the standing and reputation of our profession and do more to protect the status of nursing and education standards; to strengthen both

Last December, Council took the unprecedented step of supporting a request from the Northern Ireland Board to ballot members working in

RCN Wales has also been able to celebrate the Assembly supporting a legal requirement for health boards to ensure there are an adequate number of registered nurses on a ward to safeguard patient care.

Resolute action to resist a threat by independent provider BMI Healthcare to make a unilateral change to members' pay, terms and conditions resulted in revised proposals and an acceptable outcome. In November we achieved a reversal of the Government position to allow non-EU nurses to remain in the UK and enable hospitals to continue to recruit from abroad.

We commissioned independent research in response to the Trade Union Bill

18 SUMMARY OF ACCOUNTS

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The accounts are prepared for distribution to the full membership. As they are a summary only, members seeking a full understanding of WKH & KLHI ([HFXWLYH * H 6TXDUH /RQGRQ : * 51 R U RCN website at www.rcn.org.uk

The accounts are presented under the IRUPDW UHTXLUHG E\) 56 Trade Union and Labour Relations (Consolidation) Act 1992. The group results report the combined results of the RCN UK, its trading subsidiary RCN Publishing Limited (trading as RCNi) and the RCN Foundation, consolidated on a line-by-line basis. RCN Holdco Ltd was created in 2015 and has entered into a Limited Liability Partnership (RCN Law LLP) and has been dormant to date.

The summarised accounts include a consolidated statement of comprehensive income, statement of changes in equity DQG WKH VWDWHPHQW RI

The consolidated statement of comprehensive income shows that the RCN's Group total income in the year to 31 December 2015 was £89,377,000. This compares to £87,831,000 in the previous 12 months ending 31 December 2014. Total expenditure was £80,523,000 in the year to 31 December 2015 compared to £82,104,000 in the 12 months to 31 December 2014.

Membership income was £71,818,000 in the year to 31 December 2015 compared to £70,360,000 in the 12 months to 31 December 2014, in line with increased membership numbers.

7 KH GH & QHG EHQH & W SHQVLRQ DV FKRP HQJ WKH IXOO & C & RXQFLO DUH FRQ & UPLQJ V liability at 31 December 2015 was £40.4m (31 December 2014: £54.5m). Council


of affairs of the group and the surplus in the period. The period of the Council are responsible for keeping adequate accounting records, for safeguarding the assets of the group and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

6 R IDU DV HDFK & RXQFLO PHF there is no relevant audit information of which the organisation's auditors are unaware.

7 KH IXOO & QDQFLDO VWDWHPHQW WKH V X P P D U L V H G & Q D Q F L D O X Q T X D O L & H G R S L Q L R Q Z Council on 27 April 2016.

Michael Brown

Michael Brown
Chair of RCN Council



In the period to 31 December 2015 the investment portfolio generated gross investment income of £1.2m (31 December 2014: £0.6m), net realised gains of £1m (31 December 2014: £23k) and unrealised losses in the market value of the investments of £0.5m during the year. Investments stand at £53.5m at 31 December 2015.

The RCN Foundation Investments reported investment income of £1m and net gains of £4m with unrealised losses of £0.7m (31 December 2014: investment income of £0.9m; net gains of £0.9m and unrealised losses of £0.8m). In the year ended 31 December 2015 the RCN Foundation reported a negative net movement of funds of £0.1m (31 December 2014: £1m surplus).

Council has a formal risk management process assessing the risks to which the RCN is exposed. This has involved LGHQWL & FDWLRQ RI WKH WK RCN faces, prioritising them in terms of potential impact and the likelihood of occurrence and identifying means of mitigating those risks.

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Summary consolidated statement of comprehensive income for the year ended 31 December 2015 (£'000)

	31 December 2015 £'000	31 December 2014 £'000
Total income	89,377	87,831
Total costs	80,523	82,104
Operating surplus	8,854	5,727
Investment income	2,171	1,551
Net realised investment gains	1,621	(31)
Taxation	(59)	(143)
Surplus on ordinary activity after taxation and surplus for the financial period	12,793	7,104
Actuarial gains/(losses)	8,598	(14,192)
Revaluation reserve adjustment	(64)	(64)
Net unrealised gains/(losses)	(1,273)	3,710
Total comprehensive income for the period	20,054	(3,442)

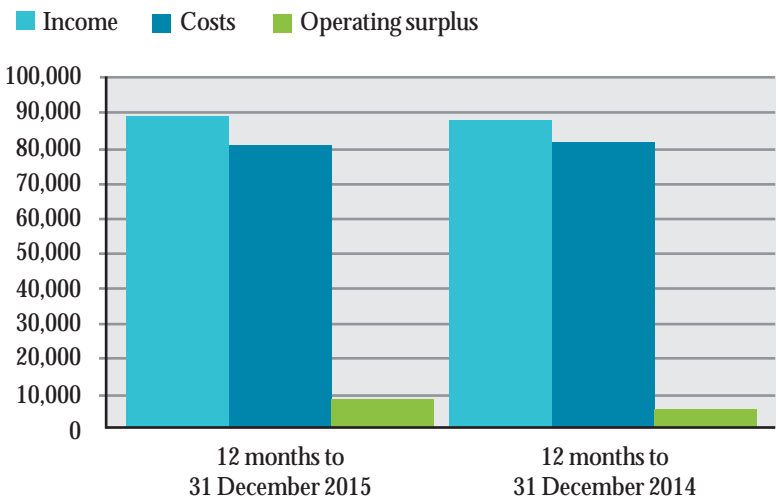
Reconciliation of changes in equity for the year ended 31 December 2015 (£'000s)

	31 December 2015 £'000	31 December 2014 £'000
Total comprehensive income	7,261	(10,546)
Net changes in funds	20,054	(3,442)
Accumulated funds at beginning period	45,722	49,164
Accumulated funds at period end	65,776	45,722

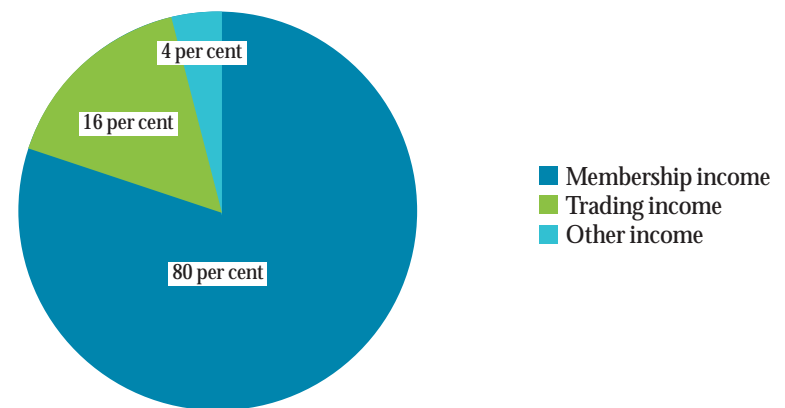
Consolidated statement of financial position as at 31 December 2015 (£'000s)

	31 December 2015 £'000	31 December 2014 £'000
Property, plant and equipment	22,940	22,211
Investments	78,225	70,625
Current assets	22,152	26,005
Creditors falling due within one year	(10,114)	(9,372)
Provision	(7,060)	(9,289)
Other liabilities	(40,367)	(54,458)
Total net assets	65,776	45,722
Funds:		
Pension Escrow	-	4,946
Revaluation reserve	2,181	2,245
Accumulated funds	74,734	63,620
Reserves excluding reserves for charitable purposes and pension liability	76,915	70,811
Pension reserve	(40,367)	(54,458)
Reserves excluding reserves for charitable purposes	36,548	16,353
Reserves for charitable purposes	29,228	29,369
Total reserves	65,776	45,722

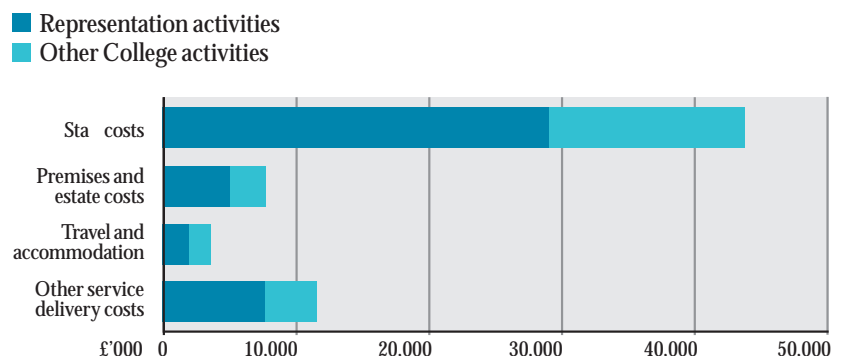
Consolidated statement of comprehensive income



Information breakdown of RCN Group Income sources



Information for breakdown of expenditure by activity



20 SUMMARY OF ACCOUNTS

Information for consolidated statement of financial position

31 December 2015

Property, plant

and equipment

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We have examined the summary of accounts for the year ended 31 December 2015 which comprise the summary consolidated statement of comprehensive income, statement of changes in equity and summary consolidated statement of financial position. Our work has been produced under the Trade Union and Labour Relations (Consolidation) Act 1992 (the "Act"), and regulations under the Act, and have been voluntarily produced by the Council members.

This report is made solely to the College's members, as a body, in accordance with the terms of our letter of engagement with the College dated 4 November 2015. Our work has been undertaken so that we might state to the College's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the College's members as a body, for our audit work, for this report, for our audit report, or for the opinions we have formed.

The Council members are responsible for preparing the summary of accounts (including the summary consolidated statements) and the supplementary material in accordance with applicable United Kingdom law. Our responsibility is to report to you our opinion on the consistency of the summary of accounts with the supplementary material as described in the contents section, and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summary of accounts.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the summary of accounts describes the basis of our opinion on the consistency of the summary of accounts and the report of Council.

The summary of accounts and the supplementary material contained within the summary of accounts are consistent with the supplementary material for the year ended 31 December 2015.

Deloitte LLP
& K D U W H U H G \$ F F R X Q W D Q W V
Auditors
London

Notes: The directors are responsible for the preparation of the summary of accounts and the supplementary material. Information included on the company's website. Legislation in the United Kingdom governing the preparation of the summary of accounts may differ from legislation in other jurisdictions.