

Activate

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News, views and support for RCN activists

RCN members in Scotland and Wales will have their say on NHS pay deals in their countries

The Scotland consultation is now open and runs until 15 August. In Wales a consultation will launch following an extraordinary meeting of the RCN Wales Board on 1 August.

The deal in Scotland

The Scottish Government and joint health trade unions announced a proposed three-year pay deal for NHS staff in Scotland on 25 June.

Details of the proposals, including a pay calculator, are available on the joint union website at www.nhspayinscotland.org

The proposed deal means that the majority of NHS staff will

Prison guidance to be updated to protect nursing staff from spice

Reps to monitor staffing levels in Wales

A new toolkit, developed in collaboration with reps for reps, is helping to monitor safe staffing levels in Wales

Two years ago, after lobbying by RCN activists and members, the Welsh Government introduced the Staffing Levels (Wales) Act 2016. Since then the RCN has been working closely with reps across Wales to help them understand the requirements of the act and see what support they need.

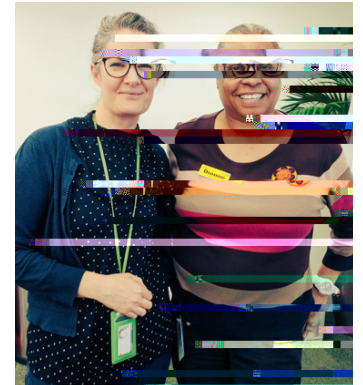
The act was implemented in April this year and reps are working in partnership with their employers to make sure they are meeting the required staffing levels and that they're effective.

The toolkit, which c - 92) 5. 1(e)-1(i)-2(n) 68e)-18 (r) EMC 8TJ(6 e)-(a)h) 4)TJt926 8i) 8p wN8e). 25k).

Value of reps

beginning and the fight for better pay and conditions will continue.

Members employed by the NHS in Wales should expect to hear more about the deal and the consultation over the coming weeks. The RCN website also has regularly updated information at tinyurl.com/RCN-Wales-pay



Northern Ireland

With no Assembly, no Executive and no public sector pay policy for 98.5.16-81-21-57-3a-21-29-648 (er t)-3h) 4 (m)

Cover story continued...

If accepted, the majority of NHS staff in Wales will receive a 6.5% increase over three years. There will also be restructuring of existing pay bands with a reduction in the number of pay points.

The RCN has welcomed the announcement, however, it says that the deal is only the

RCN elections

There's still time to nominate yourself to stand in the RCN's upcoming elections.

You only have until 20 July to nominate yourself for the role of RCN President or Deputy President and nominations for the RCN UK reps committees close on 30 July. All RCN country and regional boards are holding elections too and nominations close on 7 September. For more information visit www.rcn.org.uk/get-involved

A fair culture

A guide, published by NHS Improvement and endorsed by the RCN, encourages managers to treat staff involved in patient safety incidents in a consistent, constructive, and fair manner.

A Just Culture Guide takes the reader through some questions that help clarify whether there's something specific about an individual that

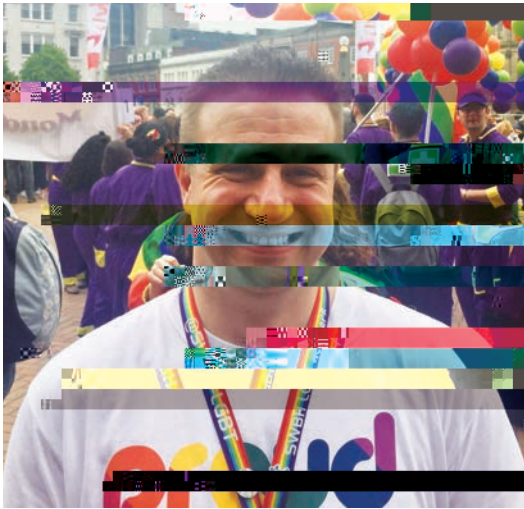
needs support or management, or whether the issue is wider.

"This guide will be a useful reference for reps in England who are supporting members involved in patient safety investigations," said Kim Sunley, RCN National Officer. Visit tinyurl.com/justcultureguide

VIEWS

Defending our NHS

ASK AN
ADVISER



Championing diversity

I've recently taken on the role of Head of Diversity and Inclusion at my trust. The work is remarkably different to my previous role as an A&E nurse but the overall purpose remains the same; delivering outstanding patient care. Although I'm not on the frontline, my role now is to enable others to deliver the best care possible.

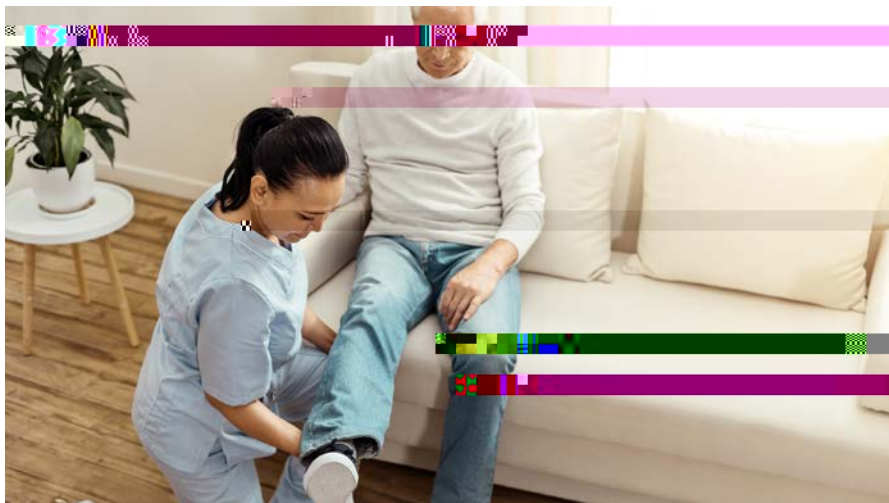
Equality and diversity is the golden thread. For care to be outstanding it must be person-centred. If you treat everyone as an individual then they will get better quicker. The same goes for staff.

I've been an RCN diversity champion for more than 10 years so I know that championing diversity is the key to making sure staff bring their whole self to work. People feel accepted and they come into work without fear.

In this role, unlike my work in A&E, there's no instant impact. I'm looking at the big picture and working to change culture and people's mindset. It's a lot like activism. There's a long way to go but I can already see positive things starting to happen. For me, my biggest achievement in the role so far has been introducing two new policies; a trans equality policy to support patients and staff and an

FEATURE

Go home healthy



Work is a major cause of musculoskeletal disorders (MSDs) and employers have a legal duty to reduce the risk

The RCN UK Safety Representatives Committee has debated some of the risk factors for MSDs with experts from the Health and Safety Executive (HSE) as this issue is especially relevant for nursing staff.

Debbie Hammill, Yorkshire & the Humber representative on the committee, says members are very good when it comes to caring for their clients, but not as good at looking after themselves. She works in a large community trust and has concerns about the pressures nursing staff are experiencing every day. Together with the health and safety manager, she's now addressing the issue, often raised as a result of injuries at work.

Debbie says: "Nursing staff aren't always able to access equipment that is, or should be, available to them. They're so busy working with lengthy client lists and are often expected to carry a large amount of necessary things with them."

"We don't like to make a fuss, we struggle with

Further2Bnformation.8

It starts with reps...

A new NHS Employers' briefing provides an update on the progress being made to address