



Editor: Kim Scott
Design: Debbie Roberts/Fern Bale
Cover image: Jonathan Perugia
Website: rcn.org.uk/bulletin Email: bulletin@rcn.org.uk

Nurse recruitment advertising Phone: 020 8423 1333 Email: advertising@rcni.com



NURSING SUPPORT WORKERS' DAY 2020

THE VIEW FROM HERE

Vaccine ready?

I've been representing the RCN on the London clinical reference group looking at the COVID-19 vaccination programme.

There are well-publicised logistical challenges. As a nurse with many years' experience in vaccination, I'm helping think through how the programme can work in practice.

People now know the vaccines are coming – they're imminent, there is understandable excitement and high expectations. This poses additional pressure on practice nursing colleagues nationally, facing daily questions, many of which can't be answered. As yet we don't have an authorised vaccine and therefore don't have the details on when exactly the programme will start, what vaccine will be used, how delivery and storage of stock will be managed and how quickly it needs to be used.

While this is in some ways understandable, there is a communication void right now and practice nurses, despite being experts %, `K Œ ê å ã à v ê %, Z Þ ê ê %

join the conversations in the way we should have been.

Many people are concerned about the speed the vaccines have been developed. Nurses are in an ideal position to provide information on the vaccines and help allay those fears. But it all comes back to communication: we haven't yet had the information ourselves.

GPs don't generally deliver or administer vaccines – nurses do – so whenever there's discussion about và ß ß % ê Rã , vê K% \$ ê % Z , ÿ Œ ß to just be talking about, or to GPs, but to all general practice staff. Our role is pivotal. We need recognition for this and be actively included in planning.

See our COVID-19 vaccine advice: rcn.org.uk/covid-19-vaccination



Debbie Brown, advanced nurse practitioner in general practice ", ß ê ê Þ K à Z ê Z ê ... _ R Œ K F #NursingSupportWorkersDay on 23 November, we asked our Twitter community to big up their

Here are some of the great support workers from the Northern Devon Healthcare Trust Clinical Site Team (pictured pre-pandemic above). We couldn't do it without you – thank you.

brilliant colleagues

Support workers are the backbone of the NHS and social care. They are critical members of the nursing team; often providing the bulk of face-to-face contact. In my experience they are amazing. Richard

Every day we work with amazing and hardworking support workers. They are the glue that binds us and they keep the Nightingale Hospital going, come rain, sun or lockdown. We owe each and every one a debt of gratitude and appreciation. Risq

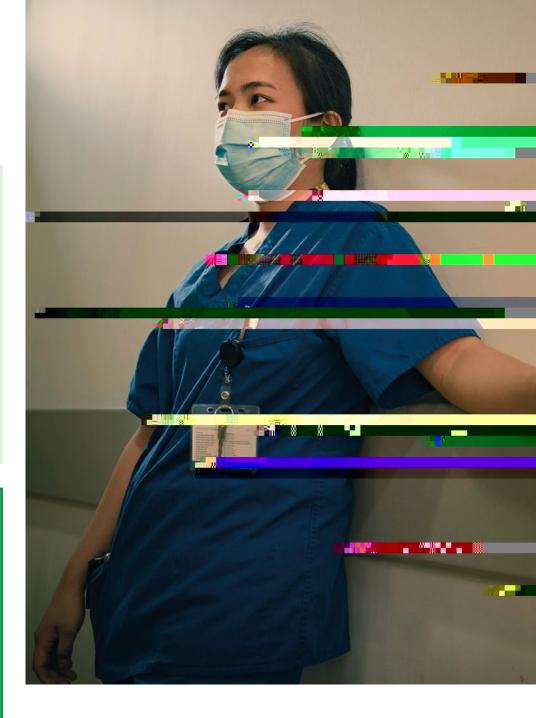
The health care support workers we have at Woodend Hospital's Specialist Older Adults and Rehabilitation Service are amazing. Always going above and beyond to deliver person-centred care. Beverly

Our support workers are the backbone of our ward, so hardworking, caring, compassionate and professional at all times. We really would be lost without them. Laura

ADVICE THAT CHANGED MY LIFE

'You don't know what you don't know'

This piece of advice really struck a chord with me when I started my journey as an advanced clinical practitioner. The more you learn, the bigger your scope of practice becomes, but even as we transition to the role of "expert" we have to remember that there will still be gaps in our knowledge. This is always in the back of my mind when I am assessing patients. It keeps me grounded and ensures that I do not miss the basics. It's OK for me to not know the answer, as long as I keep learning and growing. Anissa, advanced clinical practitioner



'We need to be vocal, every one of us, and campaign for what we deserve'



While there's still so much we don't know about COVID-19, a growing body of research indicates that many patients are not experiencing a straightforward Kêß, vêK}â F% Zà Œ%å % RimÿtoKpo\$fenZfalêov&rla%twitlRchronic College London COVID Symptom Study showed that one in 10 people were still suffering symptoms three weeks or more after their illness began.

", OE%å , Z \$, Kêã Z ê $_{A}Z$, % Aof Health Research (NIHR) launched the Post Hospitalisation COVID-19 (PHOSP-COVID) Study with Leicester Biomedical Research Centre. It's recruiting 10,000 people treated in hospital with COVID-19 and following them to observe ongoing symptoms. Results are expected next year.

In the meantime, NIHR released a review in October of published evidence, patient experience and expert consensus around the long-term impact of COVID-19. The report emphasised the urgency of the problem-health care professionals need to be aware of the potential for ongoing symptoms and be ready to support people in their care.

A crucial takeaway is that the collection of symptoms we've been referring to as "long COVID" could in fact be four separate syndromes:

Post-viral fatigue Common symptoms include fatigue, % \$`Rß êR Ã%ååÿŒß`Z} Ãß concentrating. Researchers are looking fatigue syndrome.

Fluctuating multi-system symptoms

Data from the COVID Symptom Study showedRtatzatzhozeewith long COVID are experiencing a variety of symptoms affecting many different areas of the body: the heart, lungs, digestive system, brain and skin. They were also twice as likely to report a relapse, with symptoms returning again after completely disappearing.

Lasting organ damage

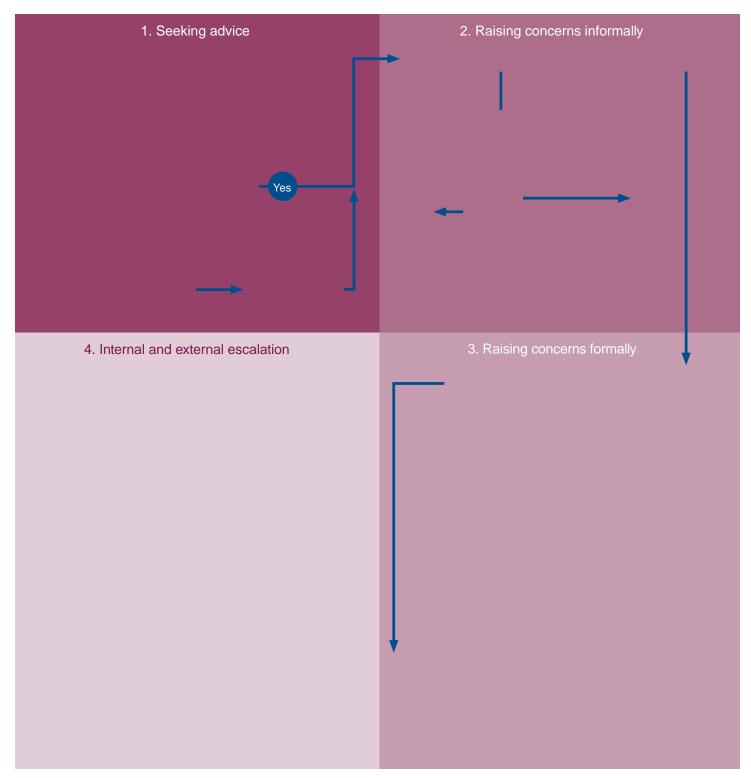
This does not necessarily mean permanent damage, but changes that last for a number of weeks after the initial COVID-19 infection. An Austrian study published in September indicated that six weeks after leaving hospital,



Know what pay and support you should receive

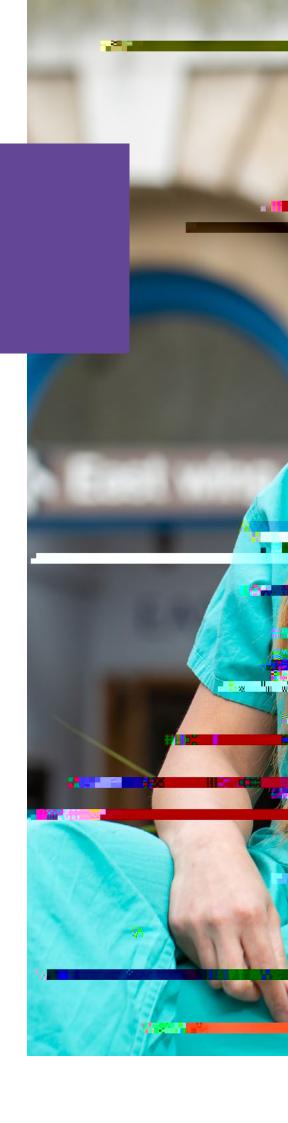
Four steps for raising and escalating concerns

àμΖhμ öŠP §Øμ® μi ĐPÞ®Š §μ Η Øμö/ P2:Þ Ð :HŠÏÏ Ϊμμö § Û®μ Ͱμ22 2: Š ® 2Þ:ò: Η /ŠΗÞμ Η §Š2μ. Ι öö i P2 Ü i§ØŠ2Η Η 2ŠÞ:μ §



"There was a point where I felt I couldn't talk to anyone," says Jessica Filoteo.

She's describing the moment when she decided she needed help to deal with the pressures she was experiencing as a result of the COVID-19 pandemic.







"If symptoms subside within a few days or are on and off, then that's OK," Tanja says. "If they don't and they keep going or get worse, then something needs to be done. It's when those symptoms have a detrimental impact that some additional coping strategies may be necessary."

" ê ŒKRZ RZêHã ÃR TÊRR ßÃ Œ%å % R,\$ê,%ê w , w RΖ says: "It's always better to talk about what's going on."

Sources of support for health care workers have increased during the pandemic (see box) and many employers -not all-are now better at safeguarding the wellbeing of their staff.

æ P2 i 2ò) ο P2 /ŠΗÞμ Η HØμο ÿŠHHμ2) ¦PH : ®

For Jessica, now back in her usual role, talking to the mental health coach and psychologist proved a turning point. So, what's her message to others who may be suffering as she was?

"Give yourself permission to pause, Z, KêŒ },`Kß`Hâ êßÃ`Rê w prioritise your own wellbeing, you'll have more to give to others."

She adds: "You don't need to be the strong one all the time. There is absolutely nothing wrong in acknowledging that you too need taking care of.

"Your work, your patients-they matter but so do you. Don't ever forget that."

Reaching out for help

"K} w,K H Ãßê R`HH,KZ % instance - occupational health, employee assistance programmes, psychology sessions, clinical supervision.

See our website for details of what the RCN can offer – everything from ß, `%Rê % Z, Œ %à %ßÃ advice: rcn.org.uk/get-help

BCE, ê, Hê, ÿÿêKRß, %CEåê %NaZtioAnal Wellbeing Hub: telephone support to staff as well

as free access (until the end of December) to various wellbeing apps: ZbeêpleEnKsRuk

The other UK countries have services dedicated to providing emotional support for health staff and students:

à ‰ålthwf**ê**r kji*e*Ãa**K**thêProfessionals Wales: hhpwales.co.uk

Scotland promis.scot Northern Ireland Staff and Health Wellbeing: tinyurl.com/ni-staff-wellbeing

Other sources of support

Frontline 19 – for all those working in frontline services: frontline19.com

Laura Hyde Foundation – mental health support for health workers: laurahydefoundation.org

Project 5 – wellbeing support service for health and care staff: project5.org

Teaching skills, saving lives

 2 P// 2 HÞ Ð o P Ð / μ /ö μ ŠH 2 Þ:ò Ï : μ 2Þ P: hÞ ö μ § μ ØŠ: Ø μ ö/ μ ® Ø overcome compassion fatigue, says RCN Nurse of the Year Ana, who set up a charity to H μ ЧØ ö μ E μ :Šh μ D :ò μ D :ò μ E μ E

Witnessing a young man die after he was injured in a knife attack was a turning point for paediatric nurse Ana Waddington.

"He was rushed to theatre but unfortunately they couldn't save him," she recalls. "Had his friends only known they needed to put pressure on the wound, rather than get him up walking, there was a chance he could have survived. It's such an easy skill to teach."

The traumatic event inspired her to set up an organisation called YourStance, which teaches young people basic lifesaving skills and ha ()7 (w)17 (a)8.srrwa thens (t)12ol7.5 (n).7.5 .222 Td [(The)7 ()7 (tr)e (5 (i)-7.)6.6 seuetheung people ba2.5 (t)6.6 (the)6.com(l)6.5 To the second secon

I hope it inspires other people









Fair treatment

Agency nurse Neomi has launched a grassroots movement to

:P// 2H ¦öЧò P2:μ: iØ μn/μ2Þμ §μ 2ЧÞŠö ®Þ:§2ÞÿÞ Šħ

READ MORE

"ê K,`H RZÃKZêå ÞÃß % ^ÃKß wave of the pandemic began," says Neomi Bennett. "I noticed that I was always sent to wards with COVID-19 positive patients and wasn't rotated around the hot areas like other, white, agency nurses.

"At that point there was a shortage of personal protective equipment (PPE), and there was an occasion when I was told that I could only have a surgical mask, not an FFP3 respirator that provides better protection. I thought it was because I wasn't a permanent member of staff, but later found out that the other, white, agency nurse on the ward was given the right FFP3 respirator equipment.

w"l @w@fuldZne@er@EalkRavZay from patients, so continued my shift, regardless of the life-threatening risk to my health. But I was so worried afterwards. I self-isolated for two weeks, not able to earn, because I couldn't face the possibility of passing on COVID-19 to my patients. family, friends or nursing colleagues."

Neomi found that she wasn't alone. After talking about her experiences with other black nurses, she learned that they too felt that they were being disproportionately asked to work on COVID-19 wards and weren't always given the protection they needed.

уµ ÿÞ µ µНН 0w Þ: Š (2ŠÐ :Z (µ µ Н2µ/2µ µР2 Š ® Þ hµ Н 2 Ї НØµ уµ L:öÞ/ :Н §òÞ Ð ²ØµZ: Š ©Рµµ Z: Ø Р2: 2µ§Þ/Þµ Н Ї 2 :µ2hÞ§µ: Н ØµŠöHØ §Š2µ people have become members of the group Neomi Bennett

The conversations she was having wê Kê %ÿ, K\$Ã ÃZŒKRZûR\$Ã K,`HR of black nurses coming together via Zoom to share their experiences. But word quickly began to spread, and the need for support grew. Black nurses began to die at disproportionately high levels.

Traumatised and petri ed

"I couldn't just sit back and do nothing," says Neomi. "We were inundated by nurses who wanted to join us. They needed a channel to express what they were going through. They were traumatised by $Z \ \hat{e} \ K \ \hat{e} \ | \ H \ \hat{e} \ K \ \hat{e} \ \% \ \hat{g} \ \hat{e} \ R \ \tilde{A} \ \% \ \mathring{a} \ H \ \hat{e} \ Z \ K \ CE \ \hat{e} \ \mathring{a} \ \tilde{A} \ \flat \ , `Z \ What might happen to them."$

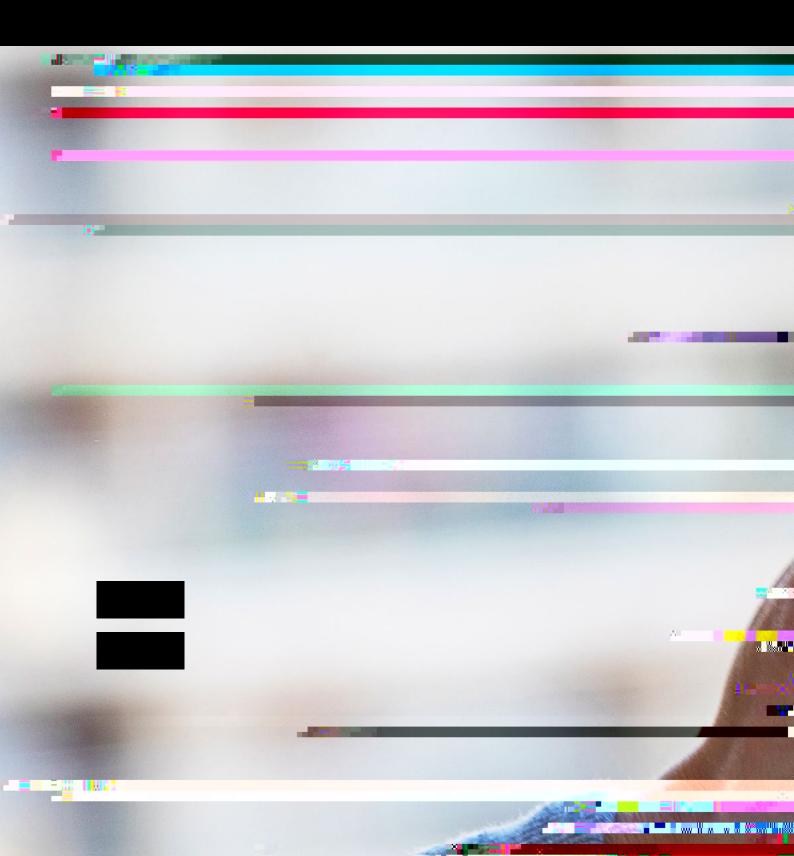
The Equality 4 Black Nurses group was born and from June became more formalised, with Zoom meetings held every Tuesday at 9pm and experts volunteering their time and advice.

The group now has more than 1,200tingby formsesm-20 (20)7the1-7.5 (h)0. u a y h

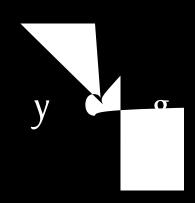


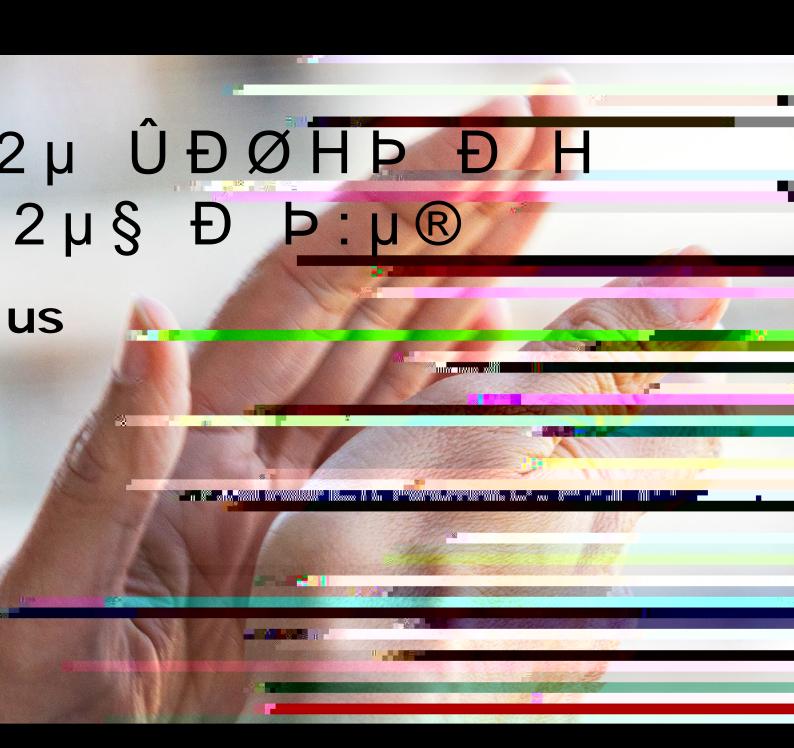
^a!y.,, ^aJ.Çj: Çmm0ÀXy

CLAPPED US BACKUS



5?





The temptation to look elsewhere for a romantic relationship after seven years of monogamy—"the seven-year itch"— has been talked about for many years. But what about that nagging feeling that the career or role you've always wanted isn't providing job satisfaction or meeting your expectations?

Having dreamed of a career in nursing and studied hard to get to where you

Ten tips f

Find out more about interview techniques: rcn.org.uk/interviews



