

In the _____ edition you will find:
RCN regional director, Estephanie Dunn, comments on nursing pay, the

You can see some of our photos from Congress 2016 on our new [Facebook page](#), whilst you can also read about Congress in more detail [here](#).

Finally, I would like to give my condolences to the family, friends and colleagues of Alan Beresford, who sadly passed away on April 20 after a long illness with Alzheimer's disease. Alan worked for the RCN from 1966-1987, firstly joining as an area officer for the North West in Preston in 1966, after working as a mental health nurse. In 1979 he moved to the Bath office to cover the south west area as an area officer and he retired in 1987.

By putting yourself forward you will be at the forefront of RCN activities across the North West and be part of the Board's governance responsibilities to strengthen the RCN as a trade union, professional organisation and business.



The result of the referendum on Britain's future in Europe could have profound effects for everyone working in nursing and all of our patients here in the

At the moment any changes which will result from our new relationship with Europe remain unclear.

However, one thing is certain: the RCN values all our members, whether you are originally from the UK, Europe or further afield. The NHS, across England and the North West, has heavily relied on the contribution of health care professionals from around the world. None of that will change with recent events.

The RCN will do everything we can to support European members through this time and we will continue to speak up for the magnificent contribution you make for this country's patients.

It is not yet clear what the vote to leave the EU will mean in practice. The NHS was used in argument by both sides throughout the campaign. However, the RCN remains committed to ensuring that the nursing voice will continue to be heard on a wide range of national and international nursing issues and continue to work closely with our sister nursing organisations across Europe as we have done for many years

The context for all NHS nursing staff will be driven by the Chief Nurse for England's new nursing strategy, "Leading Change Adding Value", which was launched here at the RCN in May. We all have a responsibility to make sure a commitment to diversity is reflected in the way the new strategy is delivered. Nursing staff must continue to take positive action to address inequalities, bullying, racism and discrimination wherever they occur.

The most worrying upshot of the referendum has been an increase in reports of hate crime. This is completely unacceptable. If you or a colleague are a victim of abuse, whether it is from patients, the public, or someone you work with, then the RCN will stand with you.

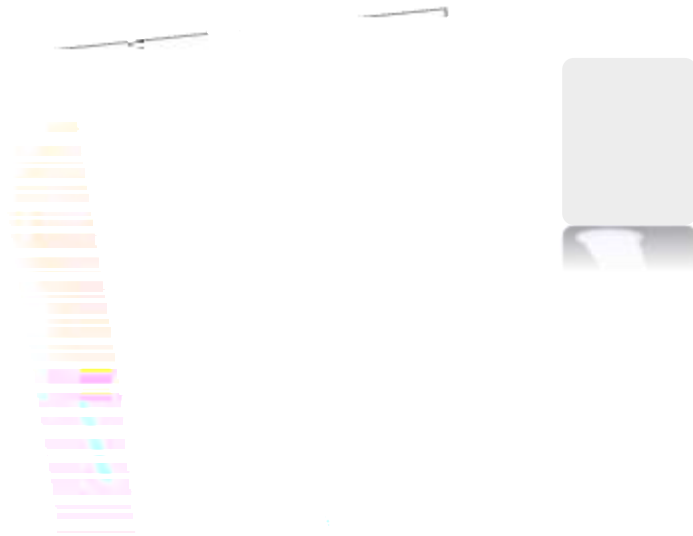


[Revalidation](#) for all nurses and midwives has now come into full effect in the UK. With the introduction of revalidation, everyone on the NMC register will have to demonstrate on a regular basis that they are able to deliver care in a safe, effective and professional way.

The new system is aimed at both improving patient safety and the quality of care that nurses and midwives provide to patients, fulfilling a key recommendation from the Francis report into the failings at Mid Staffordshire NHS Foundation Trust.

To remain practising, nurses and midwives will have to show they are staying up to date in their professional practice and living the values of their professional [Code](#) by seeking feedback from patients and colleagues, as well as engaging in a regular process of reflection, learning and improvement.

All 692,000 nurses and midwives on the NMC's register will go through the new process as their registration becomes due for renewal over the course of the next few years.



"When I trained as a nurse, I was really following in my Mum's footsteps as she had been in the caring profession most of her adult life. Mum and Dad went on to open their own residential home for people with learning disabilities and this was always a great motivation for me.

"I worked with them quite often in the home and they truly gave their time (often freely) and energy in providing good quality care and a lovely home for our residents. It was a real family business with all my siblings and my auntie working there at some point.

"When I first qualified as a RGN, I was drawn to acute medicine but later found a love for nursing older people. I was promoted quite quickly to Ward Sister and I have always enjoyed leadership and managerial roles. I have worked in many senior roles across Greater Manchester and Merseyside.

"When I was a Ward Manager at Whiston Hospital in Merseyside in the early 1990s, I undertook my Bachelor of Arts degree in Health Studies with a Specialist Practitioner component in nursing older people. In this role, I remember being incredibly proud to receive an 'Unsung Hero' award from the local community for my work with older people.

"My approach to nursing has always been very practical, open and honest. And today, my passion remains with older people, so I am delighted we have an Admiral Nurse (specialist in dementia care) at Tameside. I hope to develop this model across the localities as we become an Integrated Care Organisation at Tameside. The opportunities to develop our nursing, therapy and social care workforce are great. Tameside is planning to introduce

different roles to provide the best, most appropriate care to people either in their own home, community or, if necessary, in our hospital setting. The vision for a person-centred health and well-being model, rather than following a traditional 'ill-health' model is truly at the heart of an integrated care organisation.

"As Chief Nurse I hold responsibility across all spheres of nursing and we have some really excellent, committed, professional nurses at Tameside. I believe the biggest motivator for my teams is to be honest and open and always treat colleagues how you wish to be treated yourself. By investing in professional development and ensuring everyone shares the vision, I know from experience that staff will give of their best.

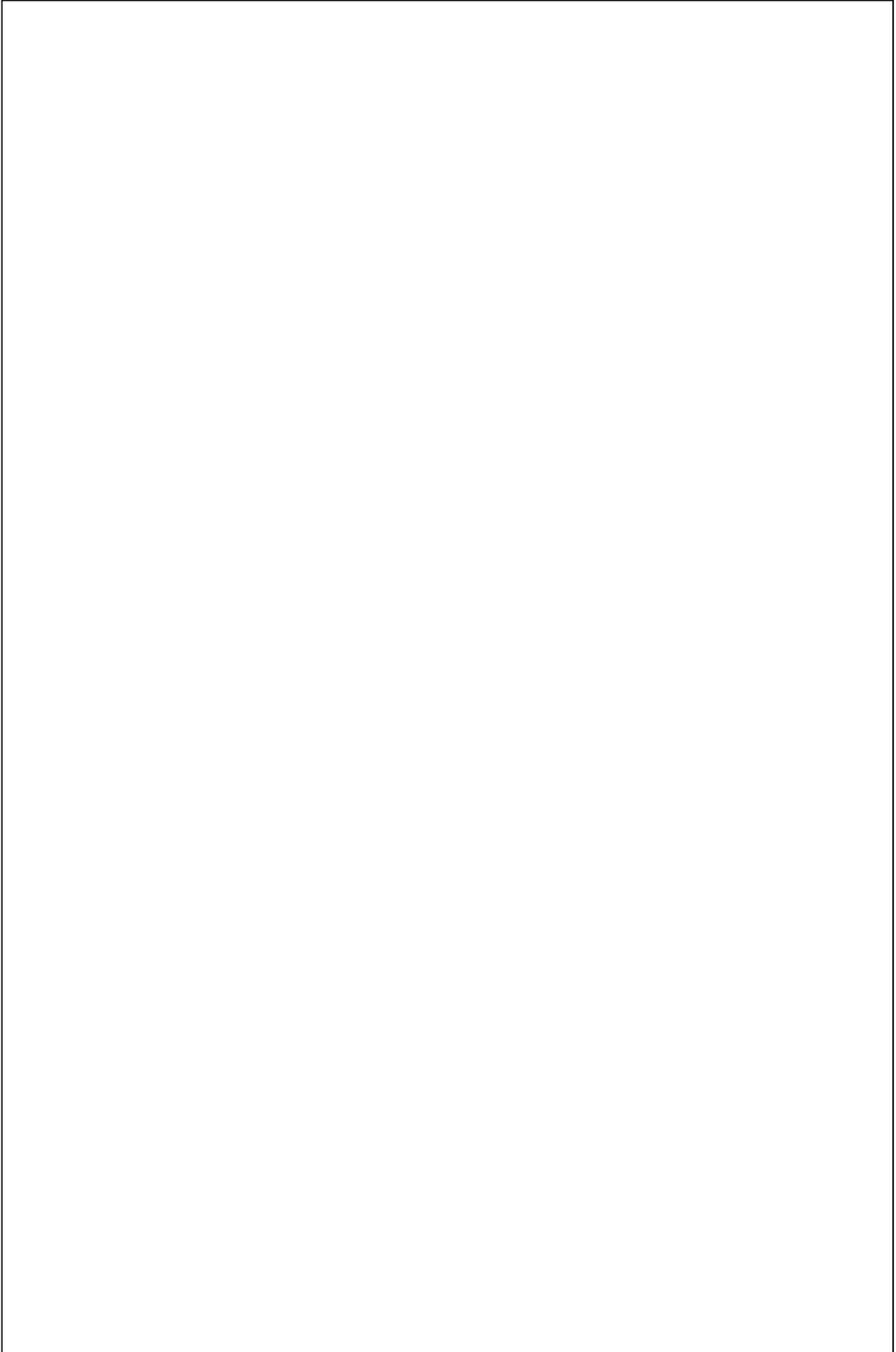
"The biggest lesson I have learned over the last 35 years, is that the patient is the most important, precious person in your work. I have sat in many difficult meetings when patients have died and mistakes have been made. No-one can turn the clock back but individuals and organisations need to learn lessons from mistakes and commit themselves to improving all the time.

"While at WWL, our patient safety agenda culminated in a fabulous year in 2014 when we won three Health Service Journal (HSJ) awards with the ultimate Hospital of the Year Award. This was a truly exciting and rewarding time in my career.

"And I think the most challenging aspects of being a nurse today is ensuring we get the staffing right so that we can provide safe care. Nurse recruitment and retention is a national challenge. We did some great work at WWL and I am confident we can continue to provide a great place to nurse at Tameside Hospital and in the community.

"The thing I like the least as a nurse is when we have frail, elderly people being admitted into hospital because we haven't got other more appropriate options. We have increasing numbers of frail elderly and incidence of people living with dementia.

"We have to change the traditional way of delivering care and that's a further reason why I am so excited about ICOs and ensuring people get the right care in the right place. Hospital is not a place of safety. The time spent in hospital, if it is indeed absolutely necessary, should be at the absolute minimum. A frail, elderly person in an acute hospital setting is not



The RCN has five Children and Young People (CYP) forums: continuing and community care forum, professional issues forum, specialist care forum, staying healthy forum and acute care forum. You can join if you are a nurse, health visitor, health care assistant and nursing student who are RCN members and work with infants, children and young people.

Join a CYP forum by calling 0345 772 6100 or log on to www.rcn.org.uk/myrcn. Benefits of joining include network with other nurses sharing the same area of interest, access to RCN resources such as evidence-based guidance and audit tools, participate in RCN policy-making processes and campaign on issues affecting the provision of care, obtain guidance, learning resources and information on new policy on the forum web pages, join one of the special-interest communities linked to the forum, contribute to publications with specific relevance to your role, or make suggestions for new publications at www.rcn.org.uk/publications and attend specialist conferences, study days and networking events to support you in your personal and professional development.

A selection of the pictures sent into the RCN.

