





---

---

# Have your say on new NHS pay deal for England

Members will be consulted on the deal that sees all nursing staff get a pay rise of at least 6.5% and up to 29% over three years





# 6 OPINION

---

## What you've been saying

Don't disregard nursing  
older people

G]bVei U]Z]b[" S'mUfgU c= \Uj Y  
Uk Ung'k cf\_ YX]b'c' Xf' dYed' Yg' WfYzU  
gdYU]m]h Uh]gUk Ung' cc\_ YX'ck b'cbz  
Yj Yb Zca 'k ]h]b'h YdfcZgg]cb" Mti '[ Yh  
h' Y'Wbg]U]b]W]a a Yb]g ]8cb]b]nci 'k U]b]h  
lc VYUdfcdYf bi fg]Zcf ]K \U]Xc' nci '  
k U]b]h]c Xc h' U]h]Z'f]3

C' Xf' dYed' Yg' k U]Xg' U]Yg]j'' U]W]h'Y  
a YX]W' k U]Xg' H' Y]n]H\_ Y]h' YdU]Y]b]g'k \c'  
U]Ydf]cf] ]h]g]Xci hcZa YX]W' k U]Xg'cf' =H '  
] gh' VY]W] g]Y]h' Y]m' U]ddY]b]h' VY'cj Yf'+S"  
DU]Y]b]g]cb'h Yg]Yk U]Xg'g]j'' \U] Y]h' Y]g]U]a Y  
]b]h]b]g]j Y]bdX]Q ]Yfa YX]U]ddY]b A h.] ° A

**MESSAGE TO  
MEMBERS**

History of Nursing  
Society member  
Pat Keegan  
volunteered as  
a researcher on  
the RCN project  
to immortalise  
nurses from the  
First World War

---

# 8 FEA RE

---



---



## You'll get more money

Every member working for the NHS in England will get a pay rise of at least 6.5% over three years. That's for those at the top of their band. If you're in the middle, you could get much more, up to 29%. It's because the number of pay points in each band is being reduced. So, over three years, some points will disappear. If you're on a point that goes, you'll automatically move up, so get more money. The deal means different pay increases for different people. Find out what you can expect to get by using the NHS joint union pay calculator found at [www.rcn.org.uk/nursing-pay](http://www.rcn.org.uk/nursing-pay)



H\YfYgVYybUaUcf]bVXYbhi  
cb'cbYcZ6f]H]b]g'a ctefk Ung"  
Gyj YFU j Y ]Wg'UFY]bj c'j YX  
UbXa UbnidYcd'YUFY]b'f YXZ  
gea YcZha Ya zUg]hik ]''Uhf'hi fb'  
ci lzZHU' m'=-b Ubch'Yf dUfhicZ  
h'YWi b'f'n'gca YcbY\UgVYyb'  
XYgdYfUy'nk U]h]b[ Zcf'U\YUfh  
fUbgd'Ubl'z'gfi [ [ ]b[ 'rc [ Yhcb'  
k ]h' h'Ygja d'YghicZ]Ug\_g]b'  
h'Yf XU] m]j Yg' H'Ym] YhUW''  
]b'h Ya ]XXYcZha Yb][ \H'HY  
j c]Wcb'h'Ych'Yf YbXZa ]]UF'  
UbXW'a ]b[. ÍK YPYZci bXnci '  
U\YUfhf'

5'hci [ \ h]g'fYUXg'\_] YUgWbY  
Zca U\cgd]HU h'Yj ]g]cb XfUa UZ  
h]g]gUfYU' gli U]cb Zcf F 7B '

a Ya VYf6YWm9j UbgUbXGUX]Y  
Jcb>cYzk cf\_]b[ 'UhVch' YbXgcZ  
h'Ycf[ Ub XcbU]cb'gdWmf' a "'

5gUgdYMU]ghibi fgYfYei Yg'cf'  
]b'h YA ]X'UbXg'cf[ Ub XcbU]cb'  
UbXhfUbgd'Ubhih'Ua z6YW'mi  
a Yygz'a ]]'Yg'U'Uj Yfm  
Ya ch]cbU'ha Yk\Yb U'cj YX  
cbY]g]b W]h]W' WfYUbX'bc  
Yl dYWX'h' fYW'j Yf''-h]g'\ Yf'cV'  
lc'gdYU'lc' fYU'hj Yg'U'ci hcf[ Ub'  
XcbU]cb UbX'g' ddefh'h'Ya '  
h'fci [ \ h'Uhd'fcWgg''

ÍK YPYh YfYZcf'h YWbj YfgU]cb'  
U'ci h'h'YbXcZUdYfgcb]g' ]Zz  
k \ ]W' ]g]bchUk Ung'Yl dYWX'  
9j Yb k \ Yb UZa ]'m' UgVYyb'rc' X

h'Yf'cj YX'cbYk ]''bchgi fj lj Yz  
h'Ym'Y'bc'hUk Ung]b'UW'dh'UbW'  
cZha ]g'f'

6YW'm] ]j Yg'UXj ]W'cb'cdh]cbg'  
g'ci 'X'h'YZa ]'m'XY'XY'h'Ym'  
k'ci 'X'\_]Y'rc XcbU]cf[ Ubg'cf'  
]Z]h'k Ug'h'YdU]Yb]h]g'XYW]g]cb''  
ÍH'Ycf[ Ub XcbU]cb'fY] ]g'Yf'  
a Yubg'h'Uigca YcbY\Ug'  
Yl dfYgg'YX'h'Yf'ck'b'k ]g'z'g'ci 'X'  
h'Yk cf'gh'\UddYb''6i h'h'YfY]g'  
Uk Ung'U'Wbj YfgU]cb'lc' VY\UX  
k ]h' h'YZa ]'m'UbXk Yk'ci 'X'  
k'Ubhih'YZa ]'m'rc'g' ddefh'h'Yf'  
'cj YX'cbY'rc VYUb'cf[ Ub Xcbcf''  
I bZ'fhi bU'Y'n'gca YZa ]]Yg'  
Xcb]Z'Y' h'Ym'Wb'g' ddefh'h' ]g'  
XYW]g]cb UbX'c'cj Yff]XY]h'f'



# Great War nurses immortalised

=a U ]bYkU\_]b[ 'gY YfU'a ]Ygk]h`  
bcXf]b\_zZcXcf fYgh'8c!UVYZ  
dfcVUVnāM hbch] ccXZf'nci z  
YgdWU'm]ZhYÜb]g` `]bY]gUk Ung`  
a cj]b[ Z fhYf'Uk UnLbXnci `Uj Y  
lcXc ]hiU`U]U]b hca cffck"

5 fYgci fWdi V]g`YXVnhY  
F7B UgdUfhcU  
YgdY WbYk Yj dY]g`Y a cfbYZ Uj  
F7BfUj YfYU`kUX` U Uk`Y k Ygd]8] W`bYZf YX8] `k Yk YgdÜb]`

YgdYfhY  
F7BVUM]Ub H' k] m ] 5fÜb] fhX a YU YUjh H'

Ygd H' k m  
F7BZ `` A A A  
F7B mci` k] k Ug` Ygd " b'mncifWUZ ] ]Z "b YgdH'bZ Y `k A  
F7 A A A A 5f fb WUX8 b'k `i`Uj ] `kc

# Truly unmissable

Zeba Arif, Criminal Justice and Forensic Nursing Forum member, explains why RCN Congress is one of the highlights of her year



K \Yb=VWw YUZfi a 'a Ya Vf' È'UbX`Uhf`7\Uf`cZh`YBi`fgbl`]b` >i`gh`WUbX: cfYbg`W`YU`h`7UFY` : cfi a È`=k`Ug`UVYlc`XYj`Yj`Yb` XYdYf`]bhc`h`Ydcgg]V`]h`Ygcb` cZf`"CbYcZa`n`f`YU`gha`Ya`cf]Yg` k`Ug`Uj`]b[`ci`f`fYgc`i`hcb`Zf` Wbffc`]b[`fYgf`U]bhj`ch`XXZf`Vni` a`Ya`Vf`g`U`h`7cb[`fYgg`]b`&&%`"H`U`i` 'YXlc`Ug`f`Yg`c`Zfc`U`g`ck`g`U`W`cgg` h`YI`?`Ub`X`U`di`V`]`W`]`cb`z`Positive` and`Proactive`Care`fti`V`]`W`]`cb` W`X`Y`S`S`() -`t`zk`\\W`k`Y`U`b`W`X`U`h` h`Y`&&%`7cb[`fYgg`]b;

a W % h

=Üf`ghk`Yb`hlc`F`7B`7cb[`fYgg`]b` %-`&k` \Yb`=lrc`\_i`d`Udcgh`Ug`Bcf`h` 9Ugh`@cb`Xcb`F`Y`]`cb`U`C`Z`U`W`f`" `h`i` k`Ug`]b`6ci`fb`Ya`ci`h`Ub`X`=gh`" `f`Ya`Ya`Vf`h`Y`Yl`d`Yf`]`b`W`j`j`]`X`n`

G]b`W`h`Yb`z`=P`Y`cb`n`a` ]gg`X`cb`Y` n`Y`U`f`Ub`X`]`h`k`Ug`k`]`h`U` \`Y`j`m` \`U`f`h` 7cb[`fYgg`]g`k` \`Y`Y`=Üf`gh`V`W`w`a`Y`

Uk`U`Y`c`Z`h`Y`d`fc`Z`ygg`]`cb`U`Z`fi`a`g` Ub`X`=k`ci`X`U`k`U`ng`U`h`h`b`X`U`g` a`U`bn`Z`fi`a`Y`j`Y`b`g`U`g`d`cgg`]`V`Y`" =`Y`U`f`b`h`g`c`a`i`W`h`U`h`]`b`Z`fa`Y`X` a`n`r`k`b`k`cf`\_`Ub`X`X`j`Y`c`d`a`Y`b`h` h`f`ci`[\`U`h`h`b`X`]`b[`Z`fi`a`X`Y`U`h`g` Ub`X`Y`Y`b`g`"H`Y`f`Y`g`g`W`U`k`Y`U`h` c`Z`]`b`Z`fa`U`]`cb`z`Y`d`Y`f`h`g`Y`Ub`X` \_`b`ck`Y`X`]`Y`h`U`h`m`i`W`b`U`W`g`g`"

## IN THE SPOTLIGHT

### Society of Orthopaedic and Trauma Nursing

#### Who's the Chair?

GcbnU7'Uf\_YZGYb]cf @Wm fYfz  
DUhk Uri@YUXf Zcf' CfhcdUXjWg  
UbX: fUMi fYHFU a U#7cbh]bi ]bl'  
DfcZgg]cbU'9Xi W]hcbzUbX  
DfcZgg]cbU'@YUXZcf'7\]XfYbDg'  
Bi fgb] 'UeI YbDgI b]j Yfghm]b'  
6YZgh' GcbnUk Ug'cb hYZfi a '  
ghYf]b] 'Wa a ]hYZZcf Zi f nYUg'  
VYZfYVWa ]b] '7\Uf h'fYynYfgU'c"

#### Highlights?

HYZfi a 'kcf\_YXUcb] g]XYhY  
6f]hg\ CfhcdUXjW5gg'WU]cb ]c'  
dfcXi W]a dcf]Lbh[i ]XbWUbX  
Ub'cVg]fj U]cb WU]hZcf h'YYUf'm  
XhW]cb'cZwa dU]a Ybhgn]Xfca Y'  
G]bW'GcbnUVVWa Y7\UfZh YfY\Ug'  
Ugc VYb UWbWf]hX'YZcf]hc'a U\_Y  
hYZfi a 'a cfYfYdfYg]b]U]j YcZ]hY  
k\c'YcZ]hYI ?zk ]h'a Ya VfgZca '  
h'fYcZ]hYZfi f'Wi b]f]YgWffYbhmi  
gh]b] 'cb h'YWa a ]hY'

#### What's coming t87j/T2667j/222 TU's



London

## Hand in glove: glove use and skin health masterclass

26 April

RCN HQ

20 Cavendish Square

London W1G 0RN

Hand hygiene is a key part of infection control. This masterclass will explore the importance of hand hygiene and the correct use of gloves. It will also discuss the impact of glove use on skin health and the importance of skin care for healthcare workers.

The masterclass will be held in the afternoon and will be a free event. It will be held in a room with a large screen and will be presented in English. The masterclass will be held in a room with a large screen and will be presented in English. The masterclass will be held in a room with a large screen and will be presented in English.

Hand hygiene is a key part of infection control. This masterclass will explore the importance of hand hygiene and the correct use of gloves. It will also discuss the impact of glove use on skin health and the importance of skin care for healthcare workers.

The masterclass will be held in the afternoon and will be a free event. It will be held in a room with a large screen and will be presented in English. The masterclass will be held in a room with a large screen and will be presented in English.





# 20 CAREERS

ÍHU ]b[ WfYcZnri fgYZ]g'  
|a dcfHbhbchcb nrc g' gU]b'  
nri f bi fg]b[ dfUMWUbx  
dfcj ]XYW W`YbidU]YbhWfYá'  
gUngF 7B Wá bgY`cf UbXg]fj ]W  
W!cfX]bUcfzHbU? cW"Í-hUgc'  
\YdgYbg fYnri `Uj YU[ccXk cf\_!  
'ZVUUbW"5 [ccX`Yj Y`cZgYZ  
WfYVybYUhgU` fYUgcZnri f`]ZÍ'

6i h]b fYU]hñá Ubmbi fg]b[ '  
gLUZZXcb]h] Uí Yh Y]f`ck b bYXg'  
\| \ `m]bci [ \`žg`YgUng"Í-b h`Y  
Wá bgY`]b[ `g]fj ]Wžk YcZ]b`UbX  
h`Uhibi fgYg]di h`h`Ya gYj`Yg`Ug]f'

ÍH`Ym`Uj YUfYU`XX]W]h]cb'  
hc`Ybg f]b[ `h`UhdU]Yb]gWá Y  
Uf`gžgc`h`YmXcb]`cc\_`U]Mf'  
h`Ya gYj`YgžUggYgg`ck`h`Ym]Y  
ZY]b[ `UbXk`Yh`Yf`cf`bch]h`Ym]Y  
g]fi [ [ ]b[ ž`gUngH]bU'

H`]g`Wb`a`YUb`h`Unk`Yb`bi`fg]b[ '  
gLUZ]UbU`nigYY`Ydžh`Ym]Ybc'  
`cb[ Yf`Wd]b[ "ÍÁ`cfYa`Ya`Vf`g'  
UfYWá ]b[ `hc`i`g]b`W]g]g]`H]b`U  
gUng"ÍH`Ym]a`U]h`Uj`YgUW]U]WX'  
h`Y]f`ck`b`k`Y`V]b[ `hc`cc\_`  
U]Mf`dU]Yb]gžVi`h]Z]h`Ym]a`U`Y  
Ua`]g]U`Yžh`Yf`Yg]cbg]V]`]h]m]g'  
h`Y]f`g`K`Yk`Ub]hc`Uj`c]X]h`U]f'

Hc`h`U]YbXžh`YU]a`]g]U

H g' g gc

a bh g' h B dñi \ \[b[ U i<sup>a</sup> b h g [ UX' c

H g" Uh g—

H This content is generated by RCNi.  
For more go to [www.rcni.com](http://www.rcni.com)

