Welcome to the Quality and Safety eBulletin

This eBulletin brings you the latest news from key national agencies and initiatives across the UK, under themed headings.

We welcome your feedback on the eBulletin. Please contact us at: qualityandsafety@rcn.org.uk

Claire Constable, Sarah-Jane Raybone and Ross Scrivener
RCN Nursing Department

All the latest in quality and safety with the RCN's Quality and Safety Bulletin.

News story

Novel Coronavirus 2019-nCoV: Information for RCN members

In late December 2019 a new (novel) coronavirus was identified in China causing severe respiratory disease including pneumonia. It has been named Novel Coronavirus and is referred to as 2019-nCoV. It originated in Wuhan, Hubei Province China; the source of the infection has been linked to a seafood market in Wuhan.

This page provides RCN members with the information and resources to support their understanding of and management of the novel coronavirus, now known as 2019-nCoV, and its associated infection '2019-nCoV acute respiratory disease'.

See: Novel Coronavirus 2019-nCoV

RCN highlights

RCN takes safe staffing call to heart of government. Nursing staff arrived at 10 Downing Street to hand in petitions with over 220,000 signatures calling for urgent action to fix the nursing workforce crisis in England. The petitions are part of the RCN’s safe staffing campaign for legislation to guarantee nurse staffing levels in England.
Nursing applications still 25% lower than bursary-era figures, while workforce crisis continues. The RCN has reiterated its calls for urgent investment in the upcoming budget to build the nursing workforce. Despite a small increase on last year, the number of people applying for nursing degrees is still 25% lower than in 2016.

RCN Northern Ireland launches Consultative Ballot on pay and safe staffing proposals. The RCN in Northern Ireland has launched a consultative ballot to ask members if they agree to the proposed framework agreement on pay parity with the NHS in England, and safe staffing proposals for Northern Ireland that have been endorsed by Health Minister, Robin Swann.

RCN launches independent governance review. We are beginning the process of an independent review of its governance and decision-making processes. The review is to ensure the our members have good oversight of the organisation’s strategy and the process for key decisions, have the opportunity to influence and shape the organisation, are assured of openness and transparency and find its structures fit for purpose.

Immigration recommendations fall short of nursing workforce needs. A new report from the Migration Advisory Committee (MAC), an independent body that presents policy recommendations to government, has rejected an Australian-style points-based immigration system. It has suggested retaining a minimum salary threshold for workers coming to the UK with a job offer, with a points-based system for skilled workers who do not have a job lined up.

Has paying for your education put you off? We want to hear from people who would like to study nursing but haven’t applied because of the prospect of huge student debt. These stories will help us to lobby the government to make studying nursing in England more affordable. This would include providing support to cover tuition fees and maintenance grants which cover the true cost of living for nursing students.

Industrial action ballot for Guernsey members opens next month. Nursing staff will vote on whether to take industrial action as part of their campaign for pay equality with other public sector workers. The ballot will be managed externally by the Electoral Reform Service and run from 10 to 28 February.

RCN Wales gravely disappointed at lack of support from Welsh government on workforce planning. The National Assembly’s Health, Social Care and Sport Committee discussed a series of amendments tabled to the Health and Social Care (Quality and Engagement) (Wales) Bill. Vaughan Gething,
Minister for Health and Social Services, did not support the amendments that called for workforce planning to be a statutory element of the duty for health boards to provide quality of care. 

Staffing for Safe and Effective Care in the UK.2019 report: Reviewing the progress of health and care systems against our principles. This report provides an overview of progress made against the safe staffing campaign principles during 2019. It includes country-specific updates as well as a look ahead to priorities during 2020. 

RCN. Gender and nursing as a profession: valuing nurses and paying them their worth. This report explores and critiques the gendered construction of value within the nursing profession and evaluates how value is attributed to nursing, the value placed on individuals and the status of the profession. Full report and executive summary available. 
https://www.rcn.org.uk/news-and-events/news/uk-nurses-are-undervalued-because-they-are-mostly-women-new-study-finds-290120

RCN. Living in the red: the cost of living crisis for London’s nursing workforce. This report investigates how London’s cost of living impacts on nursing staff working in the capital. It shows that London’s high cost of living is forcing nursing staff out of the capital due to its high accommodation and travel costs. The report sets out three recommendations to help address the problem. 
https://www.rcn.org.uk/professional-development/publications/pub-009012

Medicines Management. This publication provides an overview to direct nurses to the most appropriate information to support specific needs. It can be used by education and learning facilitators in practice to support robust training and competence development in medicines management. 
https://www.rcn.org.uk/professional-development/publications/pub-009018

TB Case Management Forms. These forms were originally published as appendices in A Case Management Tool for TB Prevention, Care and Control in the UK in 2019 (006 194) and have now been extracted for download and use by nurses in managing and caring for patients with TB. 
https://www.rcn.org.uk/professional-development/publications/pub-009040

RCN Blogs. Latest blogs include: New Year, New Decade, New Momentum for Paediatric European Nurses Associations; Pushing yourself out of your comfort zone – Leonora King is the new Student Committee member representing the South West region’s students and Scott introduces himself as the new RCN Student Committee member representing students in the North East and Cumbria. 
https://www.rcn.org.uk/news-and-events/blogs

RCN magazines. Latest news includes: RCN launches independent governance review; new report details progress driven by RCN safe staffing campaign; nurses are undervalued because they are mostly women; immigration recommendations fall short of nursing needs and has paying for education put you off nursing? 
https://www.rcn.org.uk/magazines
Events

Breaking down the barriers: LGBTQ+ equalities. 25 Feb 2020, Royal College of Nursing, 20 Cavendish Square, Marylebone, London, W1G ORN. This event forms part of a series that aims to provide participants with the skills to promote positive change and in their own workplaces. With legal surgeries, expert advice on the support available to you from the RCN as well as many others, this is a day of inspiration and empowerment not to be missed. [https://www.rcn.org.uk/news-and-events/events/uk-breaking-down-the-barriers-lgbtq-equalities-250220](https://www.rcn.org.uk/news-and-events/events/uk-breaking-down-the-barriers-lgbtq-equalities-250220)

Commonwealth Nurses and Midwives Conference. 06 Mar 2020 - 07 Mar, Royal College of Physicians, 11 St Andrews Place, Regent’s Park, London, NW1 4LE. At the 5th Commonwealth Nurses and Midwives Conference we will be celebrating the past achievements, present endeavours, and future contributions of nurses and midwives. Presentations will showcase how individual nurses and midwives, or nursing and midwifery groups, associations or institutions are contributing to global health and wellbeing across the lifespan in all settings. [https://www.rcn.org.uk/news-and-events/events/uk-cnmf-060320](https://www.rcn.org.uk/news-and-events/events/uk-cnmf-060320)

RCN Fertility Nursing Conference. 14 Mar 2020, 20 Cavendish Square, Marylebone , London, W1G ORN. Brought to you by the RCN Fertility Nursing Forum, this conference is an unmissable opportunity to get the latest updates and developments to enhance your professional practice and improve patient outcomes. You will hear from expert speakers on a range topics including the latest treatment options for endometriosis, recurrent miscarriage and its impact on couples and sperm washing for viral positive patients. [https://www.rcn.org.uk/news-and-events/events/uk-rcn-fertility-nursing-forum-conference-140320](https://www.rcn.org.uk/news-and-events/events/uk-rcn-fertility-nursing-forum-conference-140320)

Comedians talk about their feelings, with Country Mile Comedy Club. 26 Mar 2020 18:00 - 21:00, 20 Cavendish Square, Marylebone, London, W1G ORN. Our experiences with health care - from birth to death and everything in between - can provoke strong feelings. Our experiences with healthcare – from birth to death and everything in between – can provoke strong feelings. In the second Country Mile Comedy Club at the RCN, an exciting line-up of comedians explore their emotional encounters with health and illness. [https://www.rcn.org.uk/news-and-events/events/comedy-night-emotions](https://www.rcn.org.uk/news-and-events/events/comedy-night-emotions)

History of Nursing Forum annual lecture 2020. 01 Apr 2020 17:30 - 19:30, University of Worcester, City Campus, Castle Street, Worcester, WR1 3AS. Christine Hallett’s lecture will explore the work of reforming nurse, Ethel Gordon Fenwick (1857-1947), who led the campaign for nurse-regulation. It will also look more broadly at the changing nature of professional regulation for British nurses across a broad span of time from 1887 (the year the British Nurses’ Association was founded) to the present day. [https://www.rcn.org.uk/news-and-events/events/honf-annual-lecture-2020](https://www.rcn.org.uk/news-and-events/events/honf-annual-lecture-2020)

Small changes, big differences. 03 Apr 2020 09:15 - 16:00, Plymouth Postgraduate Medical Centre, Derriford Hospital, Plymouth, PL6 8DH. This one day event will give delegates a deeper insight into the challenges of delivering sustainable health care, by focusing on small changes in clinical practice that when combined create significant change. Speakers will share their success stories, and will discuss how their work can be replicated by the delegates in their own workplace and personal lives, to make small changes that will collectively contribute to a greener NHS. [https://www.rcn.org.uk/news-and-events/events/uk-small-changes-030420](https://www.rcn.org.uk/news-and-events/events/uk-small-changes-030420)
Nightingale 2020. 27 – 28 October, ExCel, London. Transforming the Impact of Nursing on Global Health and Care. This agenda-setting international conference will showcase how nurses and midwives can work collectively to transform global health and care for everyone, everywhere. Nightingale2020 will celebrate Florence Nightingale’s legacy, put the voice of nurses at the heart of health policy and contribute to the World Health Organisation’s work in the Year of the Nurse. 
https://www.nightingale2020.com/

More RCN Events. The RCN runs seminars, workshops and conferences throughout the year. Hear about professional nursing issues from expert speakers, exchange ideas with colleagues, and learn about the latest research and innovation in your area of practice. 
https://www.rcn.org.uk/news-and-events/events

Quality improvement
Audit, reviews, legislation, inspections, regulation

Healthcare Quality Improvement Partnership. Proposal for a Medical Devices Registry. A report was produced following a think tank debate in Summer 2019 attended by patient representatives, royal colleges, major healthcare organisations and agencies, regulators, and representatives of the English, Welsh and Scottish governments. The report makes 33 recommendations in support of the development and implementation of a national implantable medical devices registry.
https://www.hqip.org.uk/resource/proposal-for-a-medical-devices-registry/#.Xjqj4Gj7RPY

National Audit Office. NHS financial management and sustainability. To be sustainable, the NHS needs to manage patient demand (including how long patients wait) and the quality and safety of services within the resources given to it. The NHS is treating more patients but has not yet achieved the fundamental transformation in services and finance regime needed to meet rising demand. 

Guidance, innovation, tools

BioNews. NHS DNA sequencing to speed up diagnosis of critically ill. A new form of DNA testing that has the potential to rapidly diagnose rare diseases in critically ill babies and children has been made available on the NHS. Rapid exome sequencing more than doubles the chance of a successful diagnosis and can dramatically reduce the wait for conclusive results. 
https://www.bionews.org.uk/page_147118

News Medical. Lloyds Pharmacy launches pilot program to help and support mental health patients. LloydsPharmacy is piloting an innovative new service that offers extra help and support to mental health patients. The new service, referred to as AMPLIPHY, enables pharmacists to provide personalized support to people who have been newly prescribed a medicine for depression or anxiety, or those who have experienced a recent change to their prescription. 

NIHR. New heart disease drug to be made available through ground-breaking clinical trial. Up to 30,000 lives could be saved over the next decade thanks to a proposed pioneering government collaboration with pharmaceutical company Novartis to tackle heart disease – a leading cause of death in the UK. 
Public Health England. Health matters: physical activity. One in 3 adults in England live with a long-term health condition, and they are twice as likely to be among the least physically active. This edition of Health Matters focuses on the benefits of physical activity for the prevention and management of long-term conditions in adults.

Practice examples and case studies

Public Health England. Case study: The parkrun practice initiative. In 2018, the Royal College of General Practitioners (RCGP) and parkrun UK launched the parkrun practice initiative to promote the social prescribing of physical activity through participation in local 5k parkrun events. More than 16 per cent of practices in the UK have registered to become a parkrun practice.
https://www.gov.uk/government/case-studies/the-parkrun-practice-initiative

Reports, commentary, statistics

BBC News. Coronavirus: UK donates £20m to speed up vaccine. The government has donated £20 million towards a break-neck plan to produce a vaccine to combat the deadly new coronavirus. Health Secretary Matt Hancock said the money would help the UK lead the way in developing a new inoculation.
https://www.bbc.co.uk/news/health-51352952

Children’s Commissioner. The state of children’s mental health services. This report gives an overview of the provision of Children and Young People’s Mental Health Services (CYPMHS) in England. The briefing also looks ahead to assess whether current government plans go far enough to meet demand.

European Heart Network. Physical activity policies for cardiovascular health. The report shows that engaging in physical activity is beneficial for healthy people and for people who live with cardiovascular diseases. It demonstrates the underuse of policy measures to promote physical activity at a population level to prevent cardiovascular disease.

Guardian. English schools buying in mental health support has ‘almost doubled’ in three years. The number of schools in England buying in professional mental health support for pupils has nearly doubled in three years, as prompt access to NHS services for those children most in need continues to be a problem.
https://www.theguardian.com/education/2020/feb/03/english-schools-buying-in-mental-health-support-has-almost-doubled-in-three-years

King’s Fund. Strategic priorities for 2020–24. The King’s Fund has launched its strategic priorities for the next five years. These include: driving improvements in health and wellbeing across places and communities; improving health and care for people with the worst health outcomes and supporting people and leaders working in health and care.
https://www.kingsfund.org.uk/about-us/what-we-do/strategic-priorities

Local Government Association. Building resilience: how local partnerships are supporting children and young people’s mental health and emotional wellbeing. Too many children and young people
nationally do not receive the support they need to improve their mental health and wellbeing. The purpose of this research is to explore some of the factors that are contributing to this nationally challenging context. 

NHS England. For a greener NHS. Climate change poses a major threat to our health as well as to our planet. The environment is changing, that change is accelerating, and this has direct and immediate consequences for our patients, the public and the NHS. NHS England has launched the For a greener NHS programme. The programme aims to help to reduce the NHS's impact on public health and the environment, save money and work towards a net carbon zero footprint.

NHS Providers. Rebuilding our NHS: why it's time to invest. The long-term plan for the NHS set out a vision for an NHS built around preventive and technologically enabled models of care. This report argues that there needs to be an appropriate capital settlement to support the ambitious vision of the plan.

Nuffield Trust. QualityWatch: Quality and inequality. This analysis finds people living in the most deprived areas of England experience a worse quality of NHS care and poorer health outcomes than people living in the least deprived areas. These include spending longer in A&E and having a worse experience of making a GP appointment.

The Commonwealth Fund. US health care from a global perspective, 2019: higher spending, worse outcomes? This briefing assesses US health care system spending, outcomes, risk factors and prevention, utilisation, and quality, relative to 10 other high-income countries: Australia, Canada, France, Germany, the Netherlands, New Zealand, Norway, Sweden, Switzerland and the United Kingdom. It also compares US performance with that of the OECD average, comprising 36 high-income member countries.

Patient safety
BBC News. Coronavirus: China admits 'shortcomings and deficiencies'. China's top leadership has admitted "shortcomings and deficiencies" in the country's response to the deadly coronavirus outbreak. The rare admission came from the Politburo Standing Committee, which called for an improvement in China's emergency management system.
https://www.bbc.co.uk/news/world-asia-china-51362336

BMC Emergency Medicine. Diagnostic error in the emergency department: learning from national patient safety incident report analysis. This paper draws on the UK’s National Reporting and Learning System (NRLS) to learn about safety issues. The NRLS was used to examine diagnostic errors in hospital emergency departments. The data covered England and Wales from 2013 to 2015 and revealed 2288 cases of confirmed diagnostic error, of which 1973 (86%) were delayed and 315 (14%) wrong diagnoses.
Medicines and Healthcare products Regulatory Agency. E-cigarette use or vaping: reporting suspected adverse reactions, including lung injury. This alert provides UK case definitions of e-cigarette or vaping associated lung injury to facilitate identification, advising a high index of suspicion in patients presenting with respiratory symptoms where there is a history of e-cigarette use or vaping in the past 30 days.

Medicines and Healthcare products Regulatory Agency. Ondansetron: small increased risk of oral clefts following use in the first 12 weeks of pregnancy. In this alert, healthcare professionals are advised that if the clinical decision is made to offer ondansetron in pregnancy, women must be counselled on the potential benefits and risks of use, both to her and to her unborn baby and the final decision should be made jointly.

NHS Improvement. Allergens Issues - Food Safety in the NHS. Recently there have been several incidents relating to allergens (AGs) in hospital food reported. Consistent themes are lack of info and/or communication on food AGs present in food and/or details of patient’s known food allergy. This alert contains actions for providers to take.


Salzburg Global Seminar. Salzburg Global Fellows Design New Global Principles for Measuring Patient Safety. This resource stems from a meeting convened by the Salzburg Global Seminar and the Institute for Healthcare Improvement. The meeting led to the statement elucidating eight global principles for the measurement of patient safety. These principles are a call to action for all stakeholders to reduce harm.

US Food and Drug Administration. FDA strengthens warning that untreated constipation caused by clozapine can lead to serious bowel problems. Serious bowel complications can lead to hospitalisation or even death if constipation (CN) is not diagnosed and treated quickly.

Evidence-based practice
NICE. Colorectal cancer – guidance (NG151). This guideline covers managing colorectal (bowel) cancer in people aged 18 and over and aims to improve quality of life and survival for adults with this disease through management of local disease and management of secondary tumours (metastatic disease). A quality standard for colorectal cancer is also available.
https://www.nice.org.uk/guidance/ng151

NICE. Cerebral palsy in adults. This quality standard covers care and support for adults with cerebral palsy (aged 25 and over). It describes high-quality care in priority areas for improvement.
https://www.nice.org.uk/guidance/qs191
NICE. This guideline aims to improve the lives of carers by helping health and social care practitioners identify people who are caring for someone and give them the right information and support. It covers carers’ assessments, practical, emotional and social support and training. 
https://www.nice.org.uk/guidance/ng150

NICE. NICE publishes updated principles. The NICE principles document is designed to help anyone interested in NICE better understand what they take into account when developing guidance. It replaces the NICE Social Value Judgements document from 2005 but does not signal a departure from current methods and processes. 

NIHR. Delivering complex and innovative trials. The clinical research landscape is changing and clinical trials are evolving to find new, faster and more efficient ways to bring new treatments to patients. The NIHR has been supporting the delivery of novel, complex and innovative clinical trials over the last decade. 
https://www.nihr.ac.uk/partners-and-industry/industry/run-your-study-in-the-nhs/complex-innovative-trials.htm

NIHR Signal. Uptake of shingles vaccination is more likely if proactively offered in primary care. The shingles vaccination programme is intended for people aged between 70 and 80 years, but uptake in this group has been low. This survey found that people were more likely to have had the vaccine if it was proactively offered by a GP or nurse. 
https://discover.dc.nihr.ac.uk/content/signal-000865/shingles-vaccination-uptake-more-likely-if-proactively-offered

NIHR Signal. ‘Care navigation’ is being widely adopted in primary care, but in varying ways. This study has highlighted a high level of implementation of care navigation services in primary care in England. However, care navigation is being interpreted and implemented differently across CCGs. This makes it more difficult to evaluate care navigation as a policy, with problems both comparing and pooling data. 

Public Health England. Gastrointestinal infections: guidance for public health management. Guidance provides advice on preventing spread of gastrointestinal infections, how specific diseases spread, risk groups, how long to keep away from school/work/other settings, how to take stool samples & links to notifiable diseases and health protection regulations. 

UK Lung Cancer Coalition. Early diagnosis matters: making the case for the early and rapid diagnosis of lung cancer. The report lays out ten key recommendations for diagnosing lung cancer earlier in order to increase lung cancer survival. It also includes examples of best practice – demonstrating how certain NHS trusts are working to make the earlier diagnosis of lung cancer happen. 
http://uklcc.org.uk/lung-cancer-diagnoses-via-ae-a-travesty-say-experts/

Patient focus
Care Quality Commission. 2019 maternity survey, including results for all 126 trusts and a national summary report. The majority of women who gave birth in February last year had confidence and
trust in staff, felt they were always listened to by midwives and received appropriate advice at the start of labour. But for some care continues to fall short.

https://www.cqc.org.uk/news/releases/many-women-have-positive-experience-maternity-services-some-care-continues-fall-short

Gov.UK. Social care blog - Improving the quality of dementia care. How can NICE recommendations improve the quality of care for those diagnosed with dementia? Professor Gillian Leng, Deputy Chief Executive and Health and Social Care Director for the National Institute for Health and Care Excellence (NICE), shares her views on their latest impact report.

https://socialcare.blog.gov.uk/2020/02/04/improving-the-quality-of-dementia-care/

Healthwatch. What people want from the next ten years of the NHS. When the NHS Long Term Plan was published in January 2019 Healthwatch England was asked to engage people across the country about how people wanted the priorities to be implemented locally. This report sets out the results.

https://www.healthwatch.co.uk/report/2020-01-29/what-people-want-next-ten-years-nhs

NHS Digital. Patient-Led Assessments of the Care Environment (PLACE) 2019 – England. The assessments involve local people going into hospitals as part of teams to assess how the environment supports the provision of clinical care. Assessors look at privacy and dignity, food, cleanliness, general building maintenance and the extent to which the environment is able to support the care of those with a disability or dementia.


NIHR. Translating intention into action - Piloting the NIHR Patient Engagement in Clinical Development Service. The primary aim of the service is to bring patients and life science companies together before a study protocol is finalised. By focussing on facilitating patient engagement activities at this point in the clinical trial process it provides an opportunity for patients to help make trial designs as patient-friendly as they can be.


Primary Care Commissioning. Why PCNs need to understand people's experience of care. General practice is where most people’s care journeys start or where patients will later have a chance to reflect on the care they received in other settings. In this week’s podcast, Lesley Goodburn, senior improvement manager for patient experience at NHS England and NHS Improvement, discusses the role of PCNs in making sense of patient experience data.

https://soundcloud.com/pcc_nhs/experience-of-care

UCL Partners. How-to guide: non face-to-face clinics. This guide, developed in collaboration with NHS clinicians, managers and patients, provides a comprehensive guide to setting up non face-to-face clinics (also known as virtual clinics). These can help reduce unnecessary outpatient visits, saving time and money for patients and the health service.


eHealth

BBC News. Artificial intelligence-created medicine to be used on humans for first time. A drug molecule "invented" by artificial intelligence (AI) will be used in human trials in a world first for machine learning in medicine. It was created by British start-up Exscientia and Japanese pharmaceutical firm Sumitomo Dainippon Pharma.
Digital Health. Matt Hancock reiterates need to digitally up-skill NHS workforce. Health secretary Matt Hancock has spoken of the need to up-skill the NHS workforce to prepare it for a digital-first future. Speaking at a Parliament and Health Tech conference, Hancock said there was “no excuse” for NHS organisations not to have a digital and tech leader on every board.

Digital Health. Palliative shared record system adopted by 95% of Somerset GPs. NHS Somerset Clinical Commissioning Group has reported that new way of creating and sharing end of life care plans has been adopted by nearly every GP practice in Somerset since being launched in April 2019. The Electronic Palliative and Care Co-ordination System (EPaCCS) provides a ‘single source of truth’ record for important end of life information for patients in Somerset.

Digital Health. UCLPartners launches how-to guide for setting up virtual NHS clinics. UCLPartners has launched a free online guide for NHS managers and clinicians on setting up virtual clinics. The new how-to guide, developed in collaboration with NHS clinicians, managers and patients, provides a comprehensive guide to setting up non-face-to-face clinics, including how to develop a project plan and business case.

NIHR. AI ‘outperforms’ doctors diagnosing breast cancer. A collaborative research study from the NIHR Imperial Biomedical Research Centre, Google Health and DeepMind has shown that an artificial intelligence (AI) model could reduce the number of false positives and negatives in detecting breast cancer, compared to radiologists.

Public Health England. Evaluating digital health products. Digital health products can take different forms – for example, a service, campaign or other intervention. They might be provided through an app or website. These resources can help with evaluations for all digital health products. They aim to help demonstrate the impact of a product and how the costs compare with the benefits. They can provide information about how to make services better, including what works and what doesn’t. They can also help demonstrate the value of a product to commissioners.

Royal College of Psychiatrists. Technology use and the mental health of children and young people. The Royal College of Psychiatrists in the UK has released a report which explores the use of technology among children and young people. In addition to looking at the impact of screen time, this Report also looks at the impact of different types of screen use on the mental health of children and young people.

UK Authority. Royal Wolverhampton NHS trust to utilise app for patient care. Royal Wolverhampton NHS Trust and technology company Babylon Health have set up a 10-year partnership to deliver healthcare across the city through a specially designed app. They have described the approach as
‘digital first integrated care’, using the app developed by the company to provide access to services delivered by the trust.  

**Staff focus**

**BBC News.** School leavers train as carers as EU migration falls. The NHS in England is hiring 10,000 school leavers given training by the Prince’s Trust charity. The new staff will go some way towards solving the shortage caused by rising demands on the service and falling EU migration.  
https://www.bbc.co.uk/news/education-51094279

Guardian. NHS hospitals bring in sleep pods to help tired staff take a break. Help is arriving for overworked NHS staff as a growing number of hospitals bring in sleep pods for doctors and nurses to grab power naps during their shifts. Pods have been installed or are being trialled by a dozen hospitals in England.  

**King’s Fund.** How to build effective teams in general practice. “Teamworking is fundamental to the future of general practice. Practices are coming together at scale in primary care networks and new roles are being introduced, creating multidisciplinary and multi-agency teams. Making these teams function effectively is a complex task.”  
https://www.kingsfund.org.uk/publications/effective-teams-general-practice

**Migration Advisory Committee.** A points-based system and salary thresholds for immigration. This report considers how a points-based immigration system could be introduced in the UK to strengthen the UK labour market. Accompanying the report are annexes reviewing salary thresholds for the future immigration system and a report commissioned from Oxford Economics to extend the evidence base.  

**NHS Employers.** Support your EU staff with new resources. NHS Employers has launched a number of new resources to help NHS organisations support eligible staff with the EU Settlement Scheme. This includes an advice sheet detailing good practice that NHS trusts have implemented to support their staff and an eligibility flow chart to help colleagues understand if they need to apply.  
https://www.nhsemployers.org/news/2020/02/support-your-eu-staff-with-our-new-resources

**RCN.** Living in the red: the cost of living crisis for London’s nursing workforce. This report investigates how London’s cost of living impacts on nursing staff working in the capital. It shows that London’s high cost of living is forcing nursing staff out of the capital due to its high accommodation and travel costs. The report sets out three recommendations to help address the problem.  
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**RCN.** Gender and nursing as a profession: valuing nurses and paying them their worth. This report explores and critiques the gendered construction of value within the nursing profession and evaluates how value is attributed to nursing, the value placed on individuals and the status of the profession.  
https://www.rcn.org.uk/news-and-events/news/uk-nurses-are-undervalued-because-they-are-mostly-women-new-study-finds-290120
Royal College of General Practitioners. New LGBT e-learning suite for family doctors. The suite, designed in partnership with the Government Equalities Office, contains six online training modules that provide GPs and other healthcare professionals access to evidence-based, up-to-date information to deal with the unique health needs of lesbian, gay, bisexual and trans (LGBT) patients. https://www.rcgp.org.uk/about-us/news/2020/january/rcgp-launches-trailblazing-lgbt-elearning-suite-for-family-doctors.aspx