

Betty Woodlands, RCN steward, GWM, 23/11/01

BW has been a nurse at GWM for over 20 years and worked part time at minor injuries unit until emergencies transferred to Haslar

Although technically retired still acts as steward and does staff training

She has been representing 18 nurses at GWM since 1998; she reports that 'all are very apprehensive'

She will probably be attending all CHI interviews with nursing staff

She has kept in regular touch with all nursing staff who have left GWM since the incidents giving rise to the police investigation

No 'us and them' feeling between unions and management at GWM

Other unions working at trusts are Health Visitors Association (not many members at GWM) and MFS

Lots of support systems for staff (counselling in wards) in house training

Staff nursing - all staff (HCA) encouraged to do Level 2 NNVQ subsidised by the trust

Actually encouraged staff to do additional training

Usually funding & found for any training staff want to do

Book issued annually to staff about training opportunities

IPR process doesn't work well everywhere, sometimes just because of turnover of line managers

General nurses won't have same level of supervision as specialist nurses

Reflective practice - ward in 97/98 in Havant. Younger nurses took it on board seriously but older nurses a bit wary of clinical supervision and resistant to reflective practice (not needed because we talk about things anyway so why we doing it)

Term-time contracts to enable patients to look after children- more family - friendly working- now largely adopted.

Nursing input into policy development - BW has had major contribution

I'm really proud of our whistle blowing policy, it definitely works. It is used. Staff don't mind whistle blowing - they know they will be given support. It's taken very very seriously

Drug administration policy - major nursing input

Domestic abuse policy - used as benchmark around the country

Occupational health easily accessible for staff facing difficulties

Team brief keeps staff well informed - good communication for nursing staff

Life isn't going to change much for community hospital staff will pretty much stay the same, some of the managers will change

Ellen Barnes, Nursing Director has supported nurses with police inquiry to the full

Gerontology training Programme (with Southampton Centre) Gosport staff heavily involved

Different managers doing their own thing - joint training instigated to address this

Complaints are taken very seriously

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