

DEC 2022

CARIBBEAN NURSES & MIDWIVES ASSOCIATION (UK)

CNMA (UK)
MANY NATIONS, ONE VOICE

NEWSLETTER

CNMA (UK) would like to welcome you to our December 2022 edition of our Newsletter. CNMA (UK) is all about supporting Nurses & Midwives from the Caribbean throughout their career.

We are here to support and develop our Nurses & Midwives personally and professionally and we hope you enjoy and are inspired what you read about this year's achievements. You can also try out our competition on **Page 6!**

Best wishes for the festive season and the coming New Year!

Merry Christmas



Caribbean
Nurses & Midwives Association (UK)





PAULETTE LEWIS, MBE PRESIDENT OF CNMA (UK)

It seems like it was only yesterday that we celebrated the beginning of 2022. Now we are fast approaching 2023.

On behalf of the CNMA (UK) Founder Members and the Committee I would like to take this opportunity to thank you for all your support and contributions in making this another very successful year.

2022 has been challenging. As we watch TV we constantly see and hear reports about the war in Ukraine, the current economic situation, workforce issues with strikes, the pressure on the health service and social services and the list goes on.

CNMA (UK) MANAGEMENT TEAM

Paulette Lewis, MBE (Founder Member & President)
Maurina Baron (Founder Member & Vice President)
Marsha Jones (Founder Member & Treasurer)
Jacqueline Gabriel-King (Founder Member & Secretary)

Committee Members

Professor Laura Serrant, OBE
Marlene Johnson
Hayley Trim-Jones
Debbie Myers-Hylton
Jenny Jean-Jacques
Raquel Cavanaugh

Ambassadors International Recruited Nurses

Coreene Nickie
Juliann Welch
Crystal Hinds-Cummins



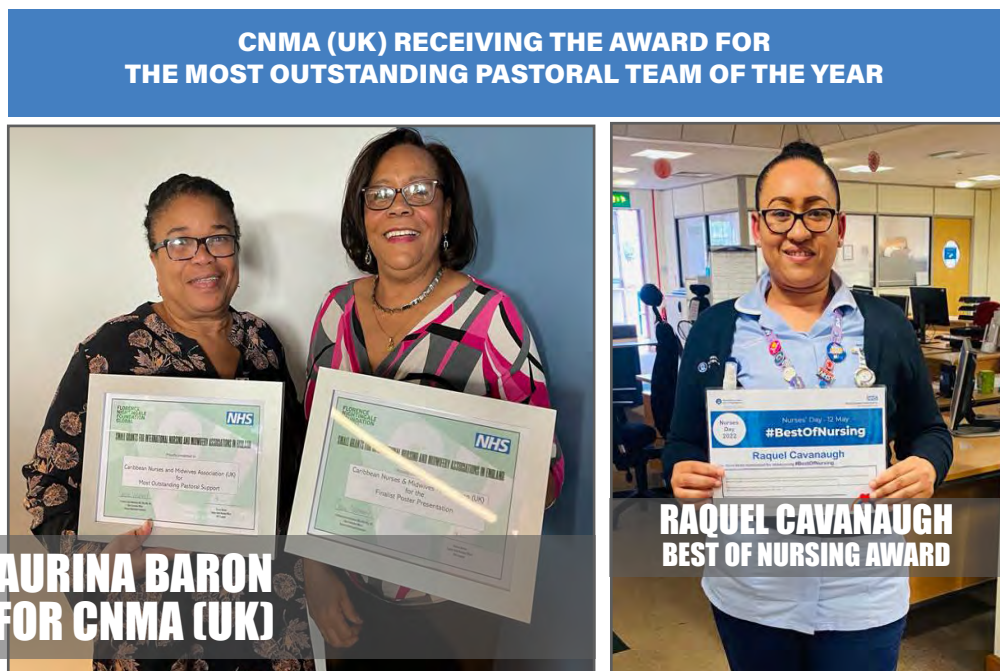
However, working together in these times of difficulty has made us stronger! Our efforts have caused us to receive awards and accolades for the most outstanding pastoral care team on two occasions.

At this special time of the year, we want to express our gratitude to you all. Warm thoughts and best wishes for a well deserved holiday and happy new year. Wishing you all peace, love and prosperity for the coming year.

AWARD WINNING HIGHLIGHTS FOR CNMA (UK) IN 2022



PAULETTE LEWIS & MAURINA BARON
RECEIVING AWARDS FOR CNMA (UK)



CNMA (UK) RECEIVING THE AWARD FOR
THE MOST OUTSTANDING PASTORAL TEAM OF THE YEAR



RAQUEL CAVANAUGH
BEST OF NURSING AWARD



**PAULETTE LEWIS, MBE
SPECIAL RECOGNITION AWARD
FROM ZENITH GLOBAL HEALTH**



**GLOBAL HEALTH AWARD WINNERS
CNMA (UK) RECEIVED OUTSTANDING TEAM OF THE YEAR AWARD**

EAST OF ENGLAND NEW MARKET

Paulette Lewis and **Maurina Baron** were invited to the East of England New Market to meet International Nurses & Midwives. Paulette was the key note speaker at this event and was delighted to be able to touch base and network with nurses and midwives from different cultures.



INTERNATIONAL NURSES & MIDWIVES FROM DIFFERENT CULTURES



MAURINA BARON VICE PRESIDENT OF CNMA (UK)

Here we are in the month of December as another year draws to an end. For many of us this is a reflective time which may conjure mixed feelings of anticipation, Joy, anxiety and maybe sadness. Whatever your denomination or belief we know that faith and positivity prevail and leads us on. As I reflect on the last twelve months I can see the difference that CNMA(UK) has made in the pastoral and social support that we have extended to Nurses and Midwives. Beyond that, we have engaged in several collaborative activities to further enhance the work that we are doing for the betterment of our people.

Some of our activities involved working with a number of organisation including: the Caribbean Education & Exchange Programme in collaboration with UEA, UWI and NHS England and NHS Improvement – East of England;

Midwifery International Recruitment Team NHS England; NHS Trusts; Senior Ethnic Minority Midwifery Expert Reference Group; NEU Professionals Agency; Maternity IR-INMA meetings (NHS ENGLAND & NHS IMPROVEMENT); Mary Seacole Storytellers Proposal Review Focus Group Discussion and the British Caribbean Doctors & Dentists.

We attended the FLORENCE NIGHTINGALE COMMEMORATION SERVICE; East of England celebration evening of our International colleagues and the FNF INMA Celebration Event.

We presented at a number of events including UEA on ImpACT Webinar series both in May and July on Working and Measuring what Matters to People and Growing Workforce Capacity & Capabilities for System Leadership. Also, at LEEDS TEACHING HOSPITALS NHS TRUST Staff BME Network Meeting. We were honoured to have received a number of awards in recognition of our pastoral care programme.

I end by saying that as a year ends another begins and we look forward to working with you all in the coming year. Wishing you all a very merry Christmas and prosperous new year!



MARSHA JONES



Marsha Jones is a Founder Member of CNMA (UK) and is a Deputy Chief Nurse.

At the National Health and Care BAME Awards, Marsha was nominated for and won **Compassionate and Inclusive Leader of the Year** for the work she has done in supporting staff.

Marsha highlighted that it is important to be true to your own personality, values and spirit regardless of the pressure you're under. She also highlighted that being honest with yourself and with others, taking responsibility for your mistakes and your values, ideals and actions.

Marsha extends a merry Christmas and a healthy and prosperous new year to all.



JACQUELINE GABRIEL-KING

I am one of the Founder Members of CNMA (UK). 2022 has been a lesson in how hard work combined with seeking support, perseverance and surrounding yourself with positive people, can get you where you want to go.

I completed 8 months as Interim Associate Director of Midwifery at Barts' Heath, the Newborn Examination course and two leadership courses this year.

The 'Getting to Equity' course was insightful in how racism can impact on personal and professional development and showed the value of mentoring, coaching and sponsorship. The FNF Mary Seacole leadership is my flagship programme. It provided a professional drama session that enabled confidence to present at interviews.

I had attended several interviews in 2021 but this year I was promoted from Consultant Midwifery in Public Head to Head of Midwifery at the Queen Charlotte and Chelsea hospital at Imperial College NHS Trust.

My success is a testament to the encouragement, mentorship, coaching and support I have received from my CNMA (UK) Founders and Committee members and also my FNF mentor, Jennifer Pearson.

The finale was the FNF Mary Seacole graduation on 8 December 2022, where I had the delight of the presentations from colleagues, the familiar success stories and speeches and nuggets of wisdom-gleaned conversation with Dr Joan Myers OBE, and others. I look forward to supporting others, my advice to them will be, 'when the going gets tough, remember to persevere and you will surely see the silver lining.'



COMPETITION

QUESTION 1:

How many Islands make up the Caribbean?

QUESTION 2:

What is the capital city of the smallest Island in the Caribbean?

QUESTION 3:

Where and what year was Mary Seacole born?

QUESTION 4:

What are the three largest Caribbean Islands?

QUESTION 5:

Which famous person from the Caribbean gave this quote: *"Take advantage of every opportunity, where there is none, make it for yourself"*

Email your answers to each question to **admin@cnmassociation.co.uk** by **Friday 30 December 2022.**

The first person to email the correct answers to the above questions will receive a prize from CNMA (UK). Please include your name and contact telephone number with your answer.

Best of luck!

IMPORTANT NOTE:

Please note that the winner will be decided by the CNMA (UK) management team.



Caribbean
Nurses & Midwives Association (UK)

CARIBBEAN MIDWIVES & NURSES ASSOCIATION (UK)

JOINING CNMA (UK)

Sign Up
Now!



CARIBBEAN NURSES & MIDWIVES ASSOCIATION (UK)
CNMA (UK)
MANY NATIONS, ONE VOICE

Are you a Nurse who has been recruited from the Caribbean to work in England? We are here to offer help and support through this transition.

We will also offer:

- Pastoral support
- Coaching
- Mentoring
- Professional Support
- Social, Health and Wellbeing

The Caribbean Nurses & Midwives Association (UK) have members with the skills, knowledge and experience of working in the Health Care system in England and is well placed to provide you with the support you require.

CNMA (UK) are here to walk with you through the journey so your experience can be enhanced both personally and professionally.

Please contact us to discuss a personal bespoke plan and other assistance we can offer you.

Paulette Lewis MBE • President • +44 (0)7950 496 667
Maurina Baron • Vice President • +44 (0)7802 708 499

 **CNMASSOCIATION.CO.UK**
INFO@CNMASSOCIATION.CO.UK

If you would like to become an official member of CNMA (UK) please complete an application form, which will enable us to find out more about your skills and experience.

After receiving your annual payment of £30, and completed application form, you will receive an official Membership Brochure which gives details of all our Clusters and areas of support. You will be able to select which cluster you would like to serve in (if any).

Please click **HERE** to request an application form.

MEET JENNIFER PEARSON

Jennifer Pearson, a member of CNMA (UK), was awarded Pandemic Champion with other professionals such as Dr Joan St John, who is the

author of World Foods and Dr Donald Palmer who supported the NHS with webinars for staff and the community during the height of the pandemic.

Jennifer has also been published in Wounds UK. The article is entitled "Renaming the Skin Tone Tool around tissue viability. To view the article, on Page 10, please click **HERE**

Other articles featuring Jennifer can be found **HERE**

Jennifer, who is Midlands CNO CMIDO SAG Lead and BAME Nurse of the Year, has gained a promotion and will be Head of Nursing at the ROH NHS Foundation Trust from Feb 2023. Jennifer has achieved so much more throughout 2022! CNMA (UK) are proud of her and we wish her every success for 2023!



ESTER JAMERA

Hello my name is **Ester Jamera**, and I am Senior Project Nurse for Staff Experience at Leeds Teaching Hospitals NHS Trust. I am also the founder and former co-chair of the Trust's BME Staff Network. It has been such a privilege to know, collaborate and receive the support of Paulette and Maurina.

Paulette and Maurina have been longstanding links for Leeds Teaching Hospitals through their CNMA project which offers pastoral care for international nurses of Caribbean decent. Over the years, they have been instrumental in bringing to our attention numerous issues including the financial challenges faced by Internationally Recruited Nurses (IRN) who require Maternity Leave within their first 12 months of moving to the UK as they did not qualify for NHS maternity pay.

We worked closely with our HR team to address this and offer affected IRNs retrospective maternity support. I am encouraged to see that NHSE/I have since provided guidance on Maternity for internationally recruited staff.

Following their guest appearance at the Trust BME Staff Network meeting where they shared lessons learnt from their project, they were promptly invited back to share their presentation with our Matrons. It became clear that a shared desire to improve the experience of IRNs and equip managers with the knowledge and confidence they need to affect change forms the foundation of our collaborative work.

Paulette and Maurina have also supported us in welcoming a team of Saint Vincent and the Grenadines nurses who are currently undertaking a clinical observership placement in the Trust. We can safely say Paulette and Maurina are part of the LHT family and are thankful for their love and support. It was a wonderful surprise to meet Paulette at the recent Nursing Times Workforce awards in London on **Tuesday 22 November 2022** and celebrate my Diversity and Inclusion Champion of the Year award.



**PAULETTE LEWIS, MBE
WITH ESTER JAMERA
AT NURSING TIMES AWARDS**

GEORGINA COX

Georgina Cox received an award from Global Health in the Education, Research category. Georgina is an associate professor in nursing with a remit to create a nursing associates program. She is keen about clinical skills and replicating the technology in the skills lab that students will meet in real life.

The education experience is varied and the more time spent learning in the safety of our labs, familiarising with the tools of the trade, the greater my students' chance of success in the clinical environment.

Through the development of scenarios based on real life patients, online training and stimulation has enabled students to prepare for the unfamiliar patient scenarios they may not usually come across, so they can recognise the condition and know the care required because of the technology.



GEORGINA COX

RISING STAR AWARD

My name is **Marlene Johnson**, a Committee Member of CNMA (UK). I nominated Juliann Welch for a Rising Star Award.

Juliann Welch is an International Recruit Nurse from Barbados. She works at St George's Hospital and is an ambassador for CNMA (UK).

Juliann Welch was nominated for an RCN Black History Month Rising Star Award and received her award at the RCN on **Fri 21 October 2022**.

It was pleasure to nominate Juliann for her amazing work as an overseas nurse.

Juliann has been working at St George's Hospital for just over a year and has displayed all the Trust Values of kindness, excellence, respect and responsibility. Juliann has very promising future ahead of her.



MARLENE JOHNSON



JULIANN WELCH

JULIANN WELCH

in her own words

My name is **Juliann Welch** and I am from **Barbados**. I migrated to the United Kingdom in October 2021. It was a long road to becoming a nurse, after all I was a mother and a wife. The passion for nursing was always in my heart.

In 2011, I enrolled in college to start the journey of my lifelong dream profession, to become a nurse. Finally in 2014, I graduated with an Associates degree in Applied Science in nursing as a Registered Nurse. I did so with pride.



I always carry myself professionally and I always give the best care I can to all my patients. I worked on the surgical and medical unit before I was transferred to the Oncology and Hematology Unit. I also worked in the Oncology and Hematology Day unit. This is where I found my true calling as a nurse.

Oncology and hematology is a specialty where it pulls on everything in you as a nurse, compassion, care, courage, communication, commitment and competence. I have had days where I hugged, cried with, sang to and even read the bible with my patients and their family members. It gives a new meaning to the term 'holistic care'.

Barbados is a small island in the Caribbean and nursing there is limited to the endless possibilities of expanding your nursing career. As the thirst for expansion of my knowledge increased, I realised that to explore my horizons to becoming the best nurse I can be, it would mean leaving my home and my family behind for some time. It was the hardest decision I have ever made in my life, and it tore me apart to leave them.

When I made the decision to move to the UK, I never in all my dreams thought I would have been nominated by my Head of Nursing, **Marlene Johnson** (from St George's Hospital), come in contact with CNMA (UK) or win the RCN Black History Rising Stars Award.

Winning this award filled me with such pride and joy! Looking back on where I started and where I am now, and the endless possibilities ahead of me, I know I can truly be a RISING STAR.

LANA SANDY JONES

My name is **Lana Sandy Jones** and I am a member of CNMA (UK). I come from the lovely Island of Trinidad and Tobago. I completed my RN training in Trinidad in 1994 and worked at the Tobago Regional General hospital.

I qualified as a RN and RMw with 24 years' experience in the health sector (NHS, community setting, private sector and USA). I have worked as a specialist midwife for audits, guidelines, risk management and lastly worked as the maternity risk manager. I just completed a secondment with NHS E – Healthcare Safety Investigation branch as a midwifery clinical advisor.

I recently took on the Role as an Associate Director for Quality Governance & Patient Experience at NMH. In 2020, I received the Chief Nurse Gold Award for contribution and dedication to maternity risk and won the Midwifery Leader of the Year Award in 2022. I am also an FNF Emerging leader scholar 2021.

I believe in supporting and inspiring others to progress professionally. My message to all is to BELIEVE AND ACHIEVE!



REVIEW OF 2022

WEDNESDAY 9 FEBRUARY 2022

Marcia and Angela both have experience in Safeguarding. They gave an informative presentation relating to the importance of safeguarding and its implications.

Presentation was well received by all and they reminded us that safeguarding is everybody's business and we all must take care of ourselves.

Zoom Members Meeting
WEDNESDAY 9 FEBRUARY 2022 @7:30PM

MARCIA SMIKLE
HEAD OF SAFEGUARDING CHILDREN

ANGELA LANCASTER
CLINICAL SAFEGUARDING SUPERVISOR

PRESENTING ON
THE IMPACT OF COVID-19: A SAFEGUARDING PERSPECTIVE

PRESENTATIONS START AT 8:00PM



WEDNESDAY 23 FEBRUARY 2022

This webinar was very interesting and was for our International Nurses and CNMA (UK) members. We discussed the importance of planning and setting goals.

Points discussed:

First consider what you want to achieve and then commit to it

Create SMART objectives

Write your goals and review them

Create an action plan and timeline

Take action to receive your goals

Seek help and advice

Acquire a mentor or coach

THURSDAY 7 APRIL 2022

Dr Erica McInnis gave a thought provoking and stimulating presentation on dealing with trauma.

Discussions took place around key concepts in African psychology for psychological trauma, prevention and recovery.

We also discussed understanding trauma and healing application. Dealing with trauma in these difficult times you may need help, advice, safe space and support.



WEDNESDAY 15 JUNE 2022

Carol Cooper discussed what has changed in the NHS since Windrush period up to present day.

In relationship equality, diversity and inclusion in the workplace. In changing the narrative the most promising solution is to combat these biases in the same way they are formed by using stories to redefine what we are capable of.

Challenging discrimination, unacceptable behaviours, staff must feel able to raise concerns with confidence and that they will be taken seriously without fear of reprisals.

REVIEW OF 2022



JULY 2022

Paulette and Maurina held pre arrival Webinars with International Nurses in preparation for their arrival in the United Kingdom.

The Webinar gave highlights and facts about working in the UK and the NHS, one of the largest employers in the world.



WEDNESDAY 17 AUGUST 2022

Marlene held a Webinar with International Nurses and Midwives and members of CNMA (UK).

She discussed a number of Human Resources issues highlighted by everyone. Discussions were:

- Work, life balance
- Dealing with complaints
- Board orientation
- Sickness policies
- Annual Leave
- Culture and behaviour
- Issues around equality and diversity
- Working in the NHS

BLACK HISTORY MONTH - OCTOBER 2022

Paulette Lewis, MBE was honoured as a local black hero for Black History Month for her experience working in healthcare. Paulette was honoured on Instagram by mentivity.



REVIEW OF 2022

SATURDAY 24 SEPTEMBER 2022

Our Meet & Greet in September was a tremendous success. It was informative and all Attendees received a Certificate of Attendance.

Those present expressed how much they enjoyed the event and the delicious food!

CARIBBEAN NURSES & MIDWIVES ASSOCIATION (UK)
Many Nations One Voice

DISCUSSIONS
SHARING EXPERIENCES

We invite our members to join us in an informal discussion about the mission and objectives of CNMA (UK) and to share experiences of being a Nurse & Midwife.

QUIZES, FUN ACTIVITIES
LUNCH AND SOCIALISING

We anticipate fun, games and a great time of fellowship as we get acquainted with each other!

CNMA (UK)
MEMBERS IN-PERSON
MEET & GREET
Saturday 24 September 2022
10am - 4pm

EDMONTON CONSERVATIVE CLUB
1 BALHAM ROAD
EDMONTON LONDON N9 7AE

TRAIN: EDMONTON GREEN (2 MINS WALKING DISTANCE)

CONTACT US: info@cnmaassociation.co.uk
cnmaassociation.co.uk

We look forward to seeing you!

PAULETTE LEWIS, MBE
PRESIDENT

MAURINA BARON
VICE PRESIDENT

MARSHA JONES
TREASURER

JACQUELINE GABRIEL-KING
SECRETARY

QUIZ

EDMONTON NURSES & MIDWIVES ASSOCIATION



REVIEW OF 2022

CARIBBEAN NURSES & MIDWIVES ASSOCIATION (UK)
Many Nations. One Voice

Celebrating Black History Month

HOST: MARSHA JONES
FOUNDER/MEMBER CNMA (UK)
DEPUTY CHIEF NURSE EPSOM & ST HELENS

Caribbean Leaders Influencing Change
Tuesday 25 October 2022 @ 7:30PM

DIANE JONES
CHIEF NURSING OFFICER
NHS NORTH EAST LONDON
PART OF NORTH EAST LONDON
HEALTH CARE PARTNERSHIP

PROFESSOR HEATHER CAUDLE
GROUP CHIEF NURSING OFFICER OF
THE NORTHERN CARE ALLIANCE
CAMERLEY

ARLENE WELLMAN MBE
GROUP CHIEF NURSING OFFICER
ST GEORGES UNIVERSITY HOSPITAL
EPSOM & ST HELENS

TUESDAY 25 OCTOBER 2022

Marsha Jones, Founder member of CNMA (UK) hosted a Webinar to celebrate Caribbean Leaders during Black History Month. The 'All Female' panel, all chiefs in different parts of the health and social care system, shared 'golden nuggets'

Diane Jones ICB Chief Nurse spoke on:

Knowing who you are
Thinking about the areas to influence
How do you represent?
Planting that seed - the things you let pass, be conscious about what you allow to pass.
Empower others to speak up and create psychological spaces
Small things have a great ripple.

Arlene Wellman - Group CNO spoke on:

Living by your principles
Being clear about what you stand for and knowing your boundaries
Making room to allow others to rise (cream always rises to the top)
Succession planning

CARIBBEAN NURSES & MIDWIVES ASSOCIATION (UK)

Caribbean Nurses & Midwives Association (UK)
Our Event Hosts

Marlene Johnson
Juliann Welch
Crystal Hinds-Cummins

Presents
A taste of CHRISTMAS Flavour
SUNDAY 4 DECEMBER 2022
5:30PM - 7:30PM

If you would like to take part in our online **Taste of Christmas Flavour** please phone us by **MONDAY 28 NOVEMBER 2022**

Paulette Lewis: +44 7800 765 459
Marlene Johnson: +44 7534 505906
Juliann Welch: +44 7516 011 883
Crystal Hinds-Cummins: +44 7516 012 208

CNMA (UK) BOARD MEMBERS:
Paulette Lewis, MBE
Maurina Baron
Marsha Jones
Jacqueline Gabriel-King

MEETING ID: 884 6209 9911
PASSCODE: 783614

zoom

info@cnmassociation.co.uk
cnmassociation.co.uk

SUNDAY 4 DECEMBER 2022

A Taste of Christmas Flavour was organised by Marlene, Juliann and Crystal. It was very enjoyable, well attended with talented local and international participants.

We thank everyone for their support and participation in ending the year on an uplifting, festive note!

Get ready from now for next year!

REVIEW OF 2022 IN PICTURES



SERVICE AT WESTMINSTER ABBEY



INTERNATIONAL RECRUITS COME TO LONDON

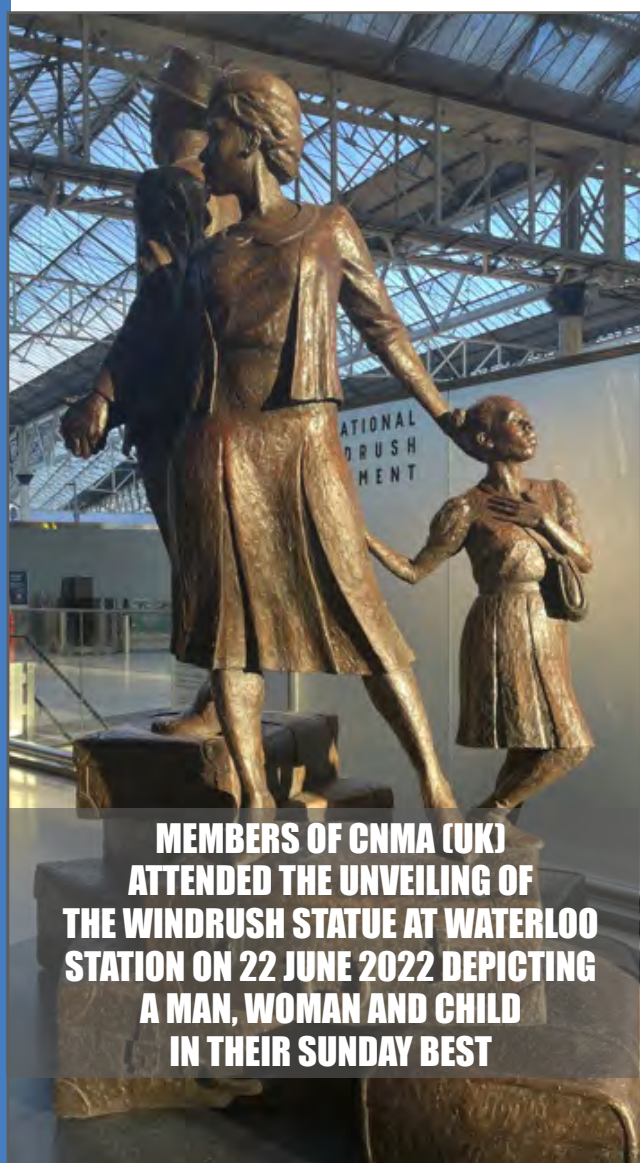


REVIEW OF 2022 IN PICTURES



CULTURE DAY AT ST THOMAS' HOSPITAL

There was a celebration for International Nurses and Midwives held at and hosted by St Thomas' Hospital to meet, greet, share and learn from each other.



**MEMBERS OF CNMA (UK)
ATTENDED THE UNVEILING OF
THE WINDRUSH STATUE AT WATERLOO
STATION ON 22 JUNE 2022 DEPICTING
A MAN, WOMAN AND CHILD
IN THEIR SUNDAY BEST**

Congratulations to **Professor Laura Serrant OBE** who was awarded as "New Fellow of the American Academy of Nursing".



PROFESSOR LAURA SERRANT OBE

REVIEW OF 2022 IN PICTURES



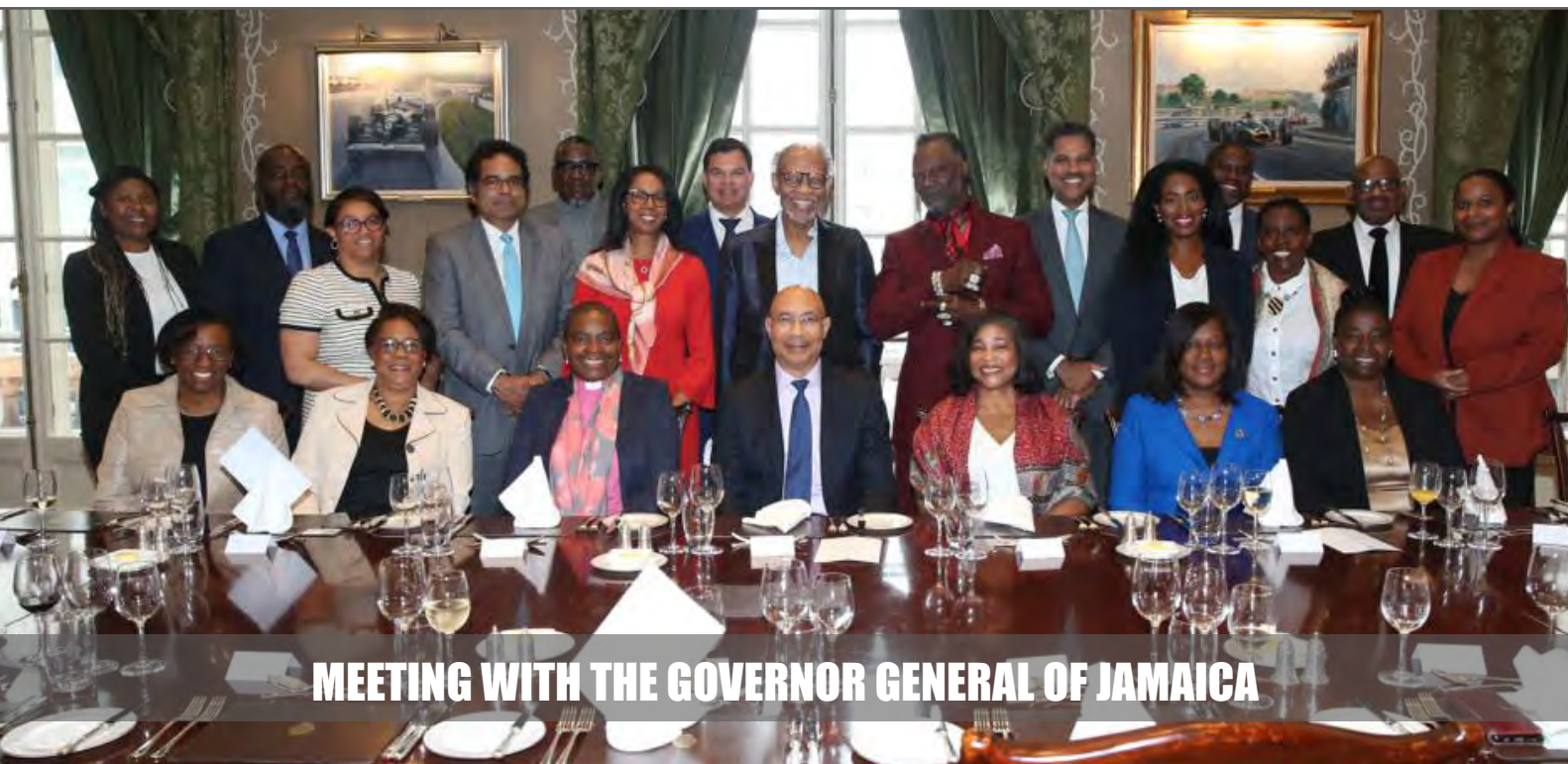
**PAULETTE LEWIS, MBE
WITH DENISE LEWIS
AT THE BIRMINGHAM 2022
COMMONWEALTH GAMES**



**CNMA (UK) & NAJ (UK)
AT WORLD CANCER DAY**



**PAULETTE LEWIS, MBE
WITH CHARLENE WHITE AT THE
JAMAICA 60 EVENT**



MEETING WITH THE GOVERNOR GENERAL OF JAMAICA



CNMA (UK) TEAM MEETING

REVIEW OF 2022 IN PICTURES



**PAULETTE & MAURINA WITH PEGGY DE SILVA
CHIEF NURSING OFFICER FOR
ST VINCENT & GRENADINES**



EXCHANGE LEARNING PROGRAM



**ST VINCENT & GRENADINES
HIGH COMMISSION AND TEAM**



Paulette Lewis and **Maurina Baron** were invited to meet the group of Nurses from St Vincent & Grenadines and their Chief Nursing Officer on an Exchange Learning program with Leeds University Hospital.

The programme was completed on **Wednesday 14 December 2022** and they have now returned to St Vincent & Grenadines.



**NURSES & CHIEF NURSING OFFICER WITH
HIGH COMMISSIONER OF ST VINCENT & GRENADINES**

SAVE THESE DATES:

Members Meeting

Thursday 9 February 2023

Inaugural Conference

Friday 19 May 2023

CNMA (UK) MANAGEMENT TEAM

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Maurina Baron (Founder Member & Vice President)
Marsha Jones (Founder Member & Treasurer)
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