

# Contents

# Page

1. Introduction	2
2. Membership of the Committee and Attendance	3
3. Response to RCN Strategic Plan	5
4. Projects	
a. Sign Off Mentors	7
b. Supernumerary Status	9
c. Frontline First	11
5. Communications	12
6. Congress	13
7. Student Engagement	15
8. Student Information Officers (SIOs)	17
9. Events	17
10. Summary – RCN Students	19

## **Introduction**

This is the first annual report of the newly named RCN Students Committee. Throughout 2010/2011 the RCN Students Committee has worked, campaigned, influenced and lobbied on behalf of nursing students. This report will highlight our successes at regional, national and international level and of keeping student issues high on the agenda. This year has brought huge change within the NHS and in education and RCN students have ensured the student voice has been heard, whether as part of the health secretary's listening exercise or marching with the thousands against public sector cuts and tuition fees.

Over the past year we have sought to engage with as many students as possible to ensure our endeavours are aligned with your concerns and views in education establishments and practice areas. This year we have worked on four project areas: Sign-off mentors, Newly qualified nurses, Supernumerary status and Clinical placement closures. There has been great progress made on behalf of students in these areas and the annual report will outline how this was attained.

The way in which we communicate with students is essential to ensure we accurately represent your views, as well as encouraging student involvement within the RCN. Communication with our membership has changed as technology has developed to ensure members are kept up to date and informed in ways that are easily accessible and convenient and this year saw the launch of the e-zine and the new look RCN Students magazine. Student contributions are greatly valued within the College and this is evident by our participation at events, influence on council and development of the student information officer role.

This year saw the greatest student attendance at congress ever. The new format, developed thanks to student feedback, ensured the agenda was both enjoyable and educational and attempted to ensure the greatest amount of student engagement with the wider congress agenda. Congress was an opportunity to meet students en masse but smaller events have happened throughout the English regions and in Scotland, Ireland and Wales.

I hope you enjoy reading about what the committee has achieved over the past year and that it gives you an insight into the committee. I also hope that it inspires all our student membership to get involved and help shape the future of our profession.

Saffron Brown

Chair of RCN Students and Student member of Council

## **Membership of Committee and Attendance**

All student members of the RCN automatically become members of RCN Students. There are currently over 37,000 students in membership, making RCN Students a very powerful voice within the RCN.

The RCN has many committees made up of elected members. Each Committee is a vital and integral part of the RCN and its decision making processes and structures. RCN Students have their own committee made up of nursing and midwifery students from across the UK. It is the responsibility of the committee to develop policy on issues affecting pre-registration students and education, as well as planning activities and events for students at national and local levels.

The committee is made up as follows:

Northern Ireland - Joanne Sharkey  
Northern Ireland - Vacant Post  
Scotland - Andrew Wyllie  
Scotland - Michelle Watt  
Wales - Susan Doyle  
Wales - Tamara Morgan  
North West - Joy Griffiths  
Northern - Paul Young  
Yorkshire/Humber - Craig Dominique-Smith  
West Midlands - Alexis Mackenzie-Slight  
East Midlands - Philip Schneider  
Eastern – Vacant Post  
London - Lisa Oluyinka  
South East - Jayne Parker  
South West - Claire Barber

In addition there are two nationally elected student members of RCN Council:

Saffron Brown (Committee Chair)  
Stuart Young

The term of office for each member is normally two years.

RCN staff support is provided by:

Gill Robertson (Student Advisor)  
Julie Pritchard (Student Co-ordinator)

The purpose of the 17 elected members is to:

- represent the student voice in creating RCN policy at national and local levels

- influence the nursing education agenda, both within and beyond the RCN
- provide opportunities for RCN student members i.e. Student Information Officers
- promote activities assisting nursing and midwifery students to keep abreast of change and to contribute to advances in nursing and in the promotion of high standards of nursing practice
- promote activities assisting nursing and midwifery students to increase their professional and political awareness
- consider issues of importance to nursing and midwifery students in relation to pre-registration education
- encourage all student members to be involved in the activities of RCN Students and the RCN at all levels; local, regional and national.

The role of the committee members is to:

- bring issues, concerns, ideas and news from their constituency to the committee and to bring the RCN Students agenda back to their area
- complete written reports as required
- work on special projects through the committee
- to positively represent the RCN and RCN Students membership in their area
- work as a team member within the committee
- work with the Chair and Student Member of Council, and with RCN staff, to further the RCN Students' and RCN agendas
- represent RCN Students at RCN events such as Congress, regional student events, and other events as they arise
- support the Student Information Officers and RCN Student Board members in their area.

## Attendance

Name	Region	Sept 10	Jan 11	Mar 11	July 11	Sept 11
Saffron Brown (Chair)	Council	Y	Y	Y	Y	Y
Stuart Young	Council	Y	Y	Y	Y	Y
Tamara Morgan	Wales	Y	N	Y	Y	N
Susan Doyle	Wales	N	Y	Y	Y	N
Andrew Wyllie	Scotland	Y	Y	N	N	Y
Michelle Watt	Scotland	Y	Y	Y	Y	Y
Joanne Sharkey	Northern Ireland	Y	N	Y	N	Y
Craig Dominique-Smith	Yorkshire & Humber	Y	Y	Y	Y	Y
Alexis Mackenzie-Slight	West Midlands	Y	N	Y	Y	Y
Philip Schneider	East Midlands	Y	N	Y	N	N
Claire Barber	South West	N	P	Y	N	Y
Paul Young	Northern	Y	N	Y	Y	Y
Joy Griffiths	North West	Y	P	Y	Y	Y
Lisa Oluyinka	London	Y	N	Y	N	N
Jayne Parker	South East	Y	Y	Y	Y	Y

## **Response to RCN Strategic Plan 2008 – 2013**

### **Building an organisation which values both the professional and trade union functions**

RCN Students have been key in looking at the governance changes within the RCN, with changes to the Student Committee. We also supported several resolutions at the AGM.

### **Engaging members and staff and their clinical and workforce talents and experience**

By attending freshers' fairs and speaking to students in university or placement the student committee has regular face to face contact with our members. This is built on by our online presence, both on the RCN website which is regularly updated and the RCN Students Facebook group which gives us up to the minute views on all nursing and health care developments.

### **Strengthening the RCN as the leading authority on nursing on health and social care**

We have been key at looking at the revisions of the student code of professional conduct with the NMC and the publication of the DH England Preceptorship Programme.

### **Embracing the wider nursing family and furthering strategic activities in our membership, our networks and with employers**

Nursing students and health care assistants work together closely on placement and they have a great skill set, transferrable between the two groups. As a committee we have worked closely with the HCA team to build their presence in the College.

### **Campaigning for nursing, health care and patients**

The committee had a highly visible presence at the NUS National Day of Action against tuition fees last November and joined the RCN at the National Demonstration in London in March. "No Ifs, No Buts, No Education Cuts".

### **Strengthening accountability in our governance structure**

RCN Students now has a governance group which is responsible for overseeing the work of the RCN Students Committee.

Alongside this the Student members of Council sit on governance committees within the College to ensure the student perspective and voice is heard at all levels of the organisation.

### **Maximising the RCN's contribution to improving the health and wellbeing of the national, EU and international population**

There is a member of the Student Committee who is currently Vice President of the European Nursing Students Association where we work with Student Committees from across Europe to look at issues affecting all nursing students.

This year RCN Students also attended the ICN meeting in Malta where we were given the chance to speak to nursing students from across the world to show what things we do best and to learn from others about how we can improve.

### **Enabling structures and processes to value diversity**

RCN Students have been at the forefront of the RCN Dignity Campaign and the Proud Campaign. This year we dressed in multi coloured scrubs for London LGBT Pride and marched with RCN sail banners. Along with attending Black History Month and LGBT History Month events we actively push to attend all diversity events.

# Projects

## Sign off mentors

### Objectives

1. Do students know the difference between mentors and sign off mentors?
2. Do mentors know the difference between mentors and sign off mentors?
3. What does the NMC state about sign off mentors?

### Aims

1. To establish what students know and understand about sign off mentors and if there is confusion between roles.
2. To read the NMC standards for mentors, practice teachers and teachers to ensure understanding.
3. To discuss with mentors their thoughts on sign off mentors, student perspective and the role of the mentor.

### Conclusion

In order to achieve a high standard from the committee we discussed who would take on the different tasks in order to have an achievable outcome. Paul Young's role was to read the NMC standards for mentors, practice teachers and teachers to establish what the NMC states about sign off mentors and how the role connects with students and to summarise for the rest of the committee.

Paul suggested that, "with my reading of the NMC guidelines, my personal perspective would be that the NMC clearly defines the difference roles between mentor and sign off mentors. I also realised the staff at University play an important part at the final stage of the students education programme as it is that teacher who has to make sure the student is of good character and fit to become a registered nurse".

The other committee members asked other students in their regions if they knew the difference between roles. Feedback came back that students were all aware of the roles as their mentors and Universities have discussed this with them.

### Sign off mentors in nursing

Evidence base:

NMC standards to support learning and assessment in practice.

NMC standards for mentors, practice teachers and teachers.

The NMC has agreed mandatory requirements for each part of the register. These are:

### Nursing

- Students on NMC approved pre-registration nursing education programmes, leading to registration on the nurses' part of the register, must be supported and assessed by mentors.
- From September 2007 a sign-off mentor, who has met additional criteria (paragraph 2.1.3), must make the final assessment of practice and confirm that the required proficiencies for entry to the register have been achieved (paragraph 3.2.6).

#### 2.1.3 Criteria for a sign-off mentor

**Nurses and midwives who make judgments about whether a student has achieved the required standards of proficiency for safe and effective practice must be on the same part or sub-part of the register as that which the student is intending to enter.**

Only sign-off mentors that are on the same part of the register and in the same field of practice may confirm that students have met the relevant standards of proficiency for the particular programme leading to registration or a qualification that is recordable on the NMC register.

Placement providers must ensure that a nurse or midwife designated to sign-off proficiency for a particular student at the end of a programme is:

- identified on the local register as a sign-off mentor
- registered on the same part of the register
- working in the same field of practice as the student intends to qualify

#### **Additions to be a sign-off mentor**

- clinical currency and capability in the field in which the student the student is being assessed
- a working knowledge of current programme requirements, practice assessment strategies and relevant changes in education and practice for the student they are assessing
- an understanding of the NMC registration requirements and the contribution they make to the achievement of these requirements
- an in-depth understanding of their accountability to the NMC for the decision they must make to pass or fail a student when assessing proficiency requirements at the end of a programme
- been supervised on at least three occasions for signing off proficiency by an existing sign-off mentor.

# Supernumerary Status

## Objectives

1. Understanding the experiences and perceptions of nursing and midwifery students regarding supernumerary status in clinical practice.

## Aims

1. To get engaged with and obtain feedback from nursing and midwifery students regarding their experiences of supernumerary status in clinical placement areas.
2. To provide guidance and advice to students who require support and/or information regarding nursing and midwifery students supernumerary status.
3. To promote the RCN and its resources to nursing and midwifery students to enable them to be more empowered when facing challenges to their learning in clinical placement areas.

## Conclusion

Through discussion we identified that all of us had experienced some difficulties and/or challenges regarding supernumerary status in clinical placement areas that did or could potentially impact on our learning. This prompted thinking that this is an issue affecting our student nurse/midwife membership. We feel that when students feel empowered and assertive in their clinical placement areas they are better able to achieve learning outcomes.

## Action

**The committee would use the opportunity of “Students Day” at Congress 2011 to engage with students to gain feedback about supernumerary status in clinical placement**

At Student’s Day during RCN Congress 2011 students were asked if they always worked within their supernumerary status in clinical placements or did any of them feel they had been asked to fulfil the health care assistant (HCA) role when staffing levels were low. A straw poll indicated that an overwhelming majority of students were not always working in a supernumerary status role and were undertaking the role of HCAs to “make up” numbers of staff on a shift where there was staff absence.

One student commented on hearing a ward sister tell a colleague not to book an HCA from the agency to fill a sickness absence for the night shift, as there was a student nurse on duty that night.

**To raise the profile of the RCN student committee at Congress 2011 to student members and non-members to promote engagement and feedback on this issue.**

The student committee were visually identifiable to attendees at congress due to wearing committee football shirts (which highlighted their campaign on newly qualified jobs). Students therefore had easy access to the committee and also had an opportunity for a meet and greet with the committee members to share experiences.

**As a committee we wanted to provide advice and information to students regarding supernumerary status in clinical placement areas**

We agreed that a relevant article would be useful to students to access via the RCN Students magazine (hard copy or online) and in conjunction with the Student Adviser the article entitled "Challenging Negative Change" appeared on page 8, Issue 1 of the newly launched RCN Students Magazine.

**As a committee we continue to be active, support the student membership and enable them to be empowered via the many resources available via the RCN**

Committee members, with the help of RCN Student Information Officers, sign post students to resources and membership benefits of the RCN. This helps students to access information to gain knowledge, helping empower them and achieve good learning outcomes. The RCN has a toolkit "Helping Students Get the Best from Their Practice Placements" available on the RCN website.

A student who attended a seminar at RCN Congress 2011 about empowerment said: "It's the first time I've experienced Congress. I've enjoyed it and it has been really useful. The seminar on empowerment was great. It uplifted me and gave me a bit more confidence in how to continue with my nursing education. I will come again next year."

**The committee will continue to listen to students and monitor the situation regarding supernumerary status and continue to implement strategies to support students.**

## RCN Students and Frontline First

Frontline First has been the tool used by the RCN to empower nursing staff and students to speak out against the NHS cuts that are harming patient care, expose where they see waste in the system and champion nurse-led innovations and ideas that are saving money whilst keeping patients safe.

As part of this campaign the student committee have taken part in promoting the website and reporting cuts in education and on wards. So, on the one hand, we have many newly qualified nurses facing the prospect of unemployment here and now, and on the other, a longer term situation where we cut nurse training places so dramatically that we will face a significant shortage of nurses in years to come. This boom and bust approach to nurse education benefits no-one especially not patients.

Experience shows that education often seems like an easy target when money has to be saved but the RCN believes that may well come at the expense of patient care. It is vital that we ensure nursing and support staff receive the best possible information and education to care for patients. There are growing anxieties about the potential of little or no access to ongoing continuing professional development as lecturer and trainer numbers are also cut. Losing lecturers through job cuts equates to patient care standards being threatened as access to research, evidence based practice and good old fashioned skills training has to be diminished.

We have also been taking part in web based chats and blogs including when Andrew Lansley, MP, Secretary of State for Health spoke with Dr. Peter Carter.

A member of the Student Committee commented in their blog:

“I qualify in eleven months time and I live in the second city and go to one of the two Universities that offer pre-registration nursing courses. I am one of a cohort that is over 400 people strong, all heading towards our pin numbers.

There is, as always, a great expectation among my peers that there will be jobs for us all at the end of our training, but the tightening of financial purse strings and the current economic climate make me unsure there will be enough vacancies for those who qualify in the city. Even though so many nurses are retiring there is no guarantee these posts will always be filled.

Although I am a mature student I am lucky that at the moment I have no real ties to the city I live in - I have no children, no partner whose job we need to stay close to, no mortgage and so I have the ability to travel and to relocate if needed - but many of my friends do not have such luxuries”.

With **Frontline First** I know we can work with the government too, as Andrew Lansley puts it, “Shape the quality of care to our patients”.

## Communications

This year the Association of Nursing Students (ANS) changed its name to RCN Students, meaning the title for the member magazine, *the answer*, became inappropriate (it was chosen based on the first three letters spelling out ANS). The new title for the publication has become the RCN Students magazine.

However, the name change also sparked ideas about potential design alterations and raised questions about whether printed or electronic communication channels are more effective for the audience. The previous publication was printed three times a year and there were no formal electronic publications.

In the past *the answer* magazine has been used to communicate key messages about the RCN to the student membership and attempt to engage them in important governance decisions. It has also been used to promote RCN Congress each year with a tear off booking form included on the back page. This has been a successful means of communication and the committee wanted the effectiveness of this to continue. Therefore the decision was made to combine both electronic and printed forms of communication by producing the RCN Students magazine and the e-zine.

The e-zine is an electronic form of the student magazine which is current and interactive providing up to date information and links to evidence or websites. There have currently been three editions of the e-zine, with an increasing readership of around 3000. The feedback from these first editions has been positive.

The RCN Student magazine has a new look which helps ensure it is contemporary and relevant and it retains a strong practical student focus. The second edition was published in August. There has been an increase in the contributions from the student membership and ten thousand extra print copies of the August edition were printed for distribution at student recruitment events.

The student Facebook site currently has 845 members. Throughout the year there has been increased activity and participation and the Facebook site has been utilised for sharing news and events or points of interest.

## Congress

Congress this year was a particularly successful one for RCN Students with pink T shirts being seen and student voices heard everywhere.

Each *RCN Daily Bulletin* included a “student voice” column on the back page where a member of the committee recommended a debate for students to get their teeth into. Monday’s column featured Stuart Young, student member of council, addressing the issue of pay cuts. Tuesday featured Craig Dominique-Smith, committee member for Yorkshire and Humber, discussing quality placements, with Jayne Parker – committee member for the South East, also being featured in the vox pops section of the bulletin. Wednesday featured committee member for Northern Ireland, Jo Sharkey’s opinion of working across all clinical specialities. Finally Thursday’s column featured committee member for the South West, Claire Barber’s thoughts surrounding hate crime.

The Students Committee shook off their nerves and inhibitions this year and were more vocal than ever on the podium. Craig Dominique-Smith joined the speaking queue to give his side of the argument on the exclusion of gay and bisexual men from donating blood. Phil Schneider, committee member for East Midlands, gave a very personal and moving account on the resolution addressing hate crime. One of the highlights of Congress 2011 was the student’s committee having the opportunity to present our own resolution this year, urging Council to lobby for all students to be given appropriate quality placements leading to a minimum of a one year position with preceptorship upon registration. The matter was proposed by Jayne Parker, who on summing up was joined by several of her student colleagues on the platform -- a wonderful sight to behold on Students’ Day. The resolution was overwhelmingly passed.

Jayne said , “As scary things go, and far worse than any arachnid, proposing the student’s resolution at Congress was the most nerve racking thing I have ever done! I waited at the side of the stage for all the procedural items of a very heated day to conclude with the butterflies doing back flips... but I need not have worried after the warm welcome given by all of Congress.”

The debate was well informed and Congress spoke passionately about the requirements for both placement and preceptorship opportunities. Members of Congress debated from both sides of the situation, both the student and the mentor. Good points were raised, including that students need to be positive and in control of their own situations in order to get the most from placement and preceptorship opportunities. It was reinforced that students learn best through “doing and experiencing” but only through effective guidance would this provide newly qualified nurses competent to join the workforce.

The support for nursing students was wonderful to hear and the resolution was passed with a 93% yes vote! The result of the resolution is that work will now be undertaken by the RCN to ensure placements and preceptorship opportunities are provided for students and newly qualified nurses.

Tuesday was of course Students' Day and the committee this year donned pink and white striped football shirts to highlight nursing students role in the provision of 'premier' health care, posing the question "will there be jobs for RCN Students next season?".

Tuesday also saw Secretary of State for Health, Andrew Lansley visit Congress on a listening exercise. A representative proportion of delegates were selected to address the Minister and the Students Committee were no exception, with student member of Council Saffron Brown being chosen.

With the new platform of Liverpool, the committee changed the format of Students' Day. We spoke to the students and asked them what they would want from their committee on the day. The membership asked for different seminars to attend throughout the day and then a conference whereby they could speak to the committee regarding the issues/suggestions they had. This was a great success and over fifteen hundred students came to Congress. Roll on Harrogate!

# Importance of student engagement and how it was focused on at local and national level

## Objectives

1. To engage with student nurses and newly qualified nurses throughout the UK, seeking their views and perspectives and channel this back into the organisation to help develop support frameworks and accurately represent student membership.
2. To raise the profile of the RCN.
3. To promote the value of membership, RCN services and involvement.

## Method

To use a cross-promotional strategy to increase awareness and engagement with RCN Students and reach nursing students at national and local level by attending, supporting and leading events, conferences, meetings and online communications.

## Engagement

### Local

- Active Student Information Officer (SIO) groups to support local networking and work with students on matters of relevance. Virtual environment via wiki for SIOs.
- RCN Branches have supported students through active involvement in meetings and supporting student attendance at Congress and through local initiatives including recruitment, sponsorship at graduation balls, local liaising with universities.
- University newsletters and email input.
- Representation on University notice boards: SIOs use these to provide regular updates and display promotional material.
- Local events arranged through RCN Boards and Regional Offices: training events, consultations programmes.

## National

- TUC March. A strong student nurse representation was demonstrated at this event.
- RCN Students committee. Four business meetings held per year. Representatives have a four nation perspective and hold a two-year term of office working on a range of objectives representing student needs.
- RCN Students magazine and e-zine with input from a wide variety of student members and RCN Student committee members to communicate and promote relevant news and provide a forum for discussion and education.
- RCN Students website. Online source of real time information and updates. Online chat forum for student members to discuss relevant topics with peers across the country.
- RCN website and library. A huge resource for student members to benefit from, promoted by RCN Students at events and discussion groups.
- RCN conference & Students Day conference, attended by 1540 delegates. The committee promoted a football campaign with a pink and white striped strip to highlight that nursing students are the premier nursing team of the future, requiring public support, which attracted good publicity.
- Working relationship with the NUS, members of the RCN Student Committee and RCN Student Adviser, Gill Robertson to ensure students' academic and clinical experiences are supported.
- Pride events. The student membership and RCN Students committee have show their commitment to the organisation's Equality and Diversity campaign, supporting and promoting the RCN and the nursing profession through a variety of media and face to face.
- Lord Mayors Show. The RCN bus, committee members and student activists took part in the parade to promote RCN and student nurses and to celebrate the work of the nursing profession and maintain supporting and ongoing presence in the public eye.

## **Student Information Officers (SIO) – Thank You!**

The RCN Students Committee are supported by a team of Student Information Officers, who are a network of students who share information from the RCN with their fellow students.

They let their cohorts know about student events, tell them where to access the RCN e-library for all important reference for assignments. They are the conduit through which the RCN makes sure our student members are aware of all their annual £10 membership fee gets them.

In return, they have immediate access to all information affecting students, this year they have had access to a Google wiki (online information). This was a trial and as of September 2011 this will go back to a monthly email update.

There are currently 260 SIOs and on behalf of the RCN Students Committee, RCN Students and the RCN we would like to thank them for all their hard work and dedication to the College.

## **Events**

### **Diversity**

The RCN Students are a diverse bunch of individuals in their own right and actively promote diversity and inclusion. Diversity, we feel extends to all members of both staff and the patients or clients we work with. Diversity we feel should not be limited to the boxes of LGBT, BME, disabled and so on, but should celebrate all the distinctive qualities of each member of our community.

The committee members have attended various meetings and events including:

- Pride
- LGBT history month
- Black history month
- LGBT networking events
- Black pride
- Speaking at congress on a range of issues

## **Lord Mayor's Show**

RCN Students represented the student nurse community at the Lord Mayor's show last November in 2010. It was the last outing for the RCN Student bus that had recruited members all over the UK that year, spreading the work about what the RCN can do for you. The Lord Mayor's show is based on the tradition that the new mayor would walk to parliament to pledge their allegiance. Now it's a time to celebrate the Lord Mayor and what he does and to keep in with tradition.

The show was seen by thousands. Not only were there people on the street watching the parade but it was aired live on the BBC. Our main aim was to inform the UK about the RCN, make it more known and show people what we are all about and what we fight for. During the parade badges were given out and flags were flown so the message was clearly demonstrated to all people. All in all it was an enjoyable day and a lot of support and praise was received by the crowds of people watching.

## **Launch of RCN Students**

A finger buffet and a sponge cake were provided to celebrate the launch of RCN Students and to say good bye to the RCN Student Bus / RCN Bus project. The event took place on the RCN Bus outside Cavendish Square and was attended by senior members of the College. Janet Davis and Peter Carter both paid tribute to the work of the Student Team and the RCN Bus for raising the profile of the RCN and for the 11,157 visitors it saw. Thanks were also made to the staff, activists, SIOs and Student Committee for their hard work and dedication to the bus and our members. We took this opportunity to formally launch RCN Students following on from the name change at the AGM on 20<sup>th</sup> October 2010. While the Association of Nursing Students has been in existence for many years the work of the committee has always been and always will be to promote the student / cadet nursing agenda and to give us a clear voice both within the college and the wider profession.

## Summary

The past year has been great fun but most of all very productive in student events, student engagement, lobbying and influencing. The year has been the most successful year for the newly named RCN Students committee, engaging with more students, influencing in more areas, achieving more outcomes.

Next year, the challenges will undoubtedly increase. With the progress of the governance review the RCN Students Committee will become a representative group and a governance group will be created; further details of which will become clear throughout the year. Also next year, with the renovation of headquarters, committee meetings will be in different locations and this opportunity will be used to engage with more of the membership.

The RCN Students Committee would like to thank Dr Peter Carter, Chief Executive and General Secretary, Andrea Spyropolous, President and Sandra James, Chair of Council and our extended thanks and appreciation to dedicated staff teams both past and present.