



Aims	Objectives	Milestones	To be achieved within	Forum Action
<p><b>Influence and lobby government and others to develop an implement policy that improves the quality of patient care and ...</b></p> <p><b>... builds on the importance of nurses, health care assistants and nursing students to health outcomes</b></p>	<p>C. That nurses and nursing are at the top table of policy development</p>	<p>6. Develop 'Definition of Nursing'</p> <p>7. Develop nursing sensitive indicators of patient care and evidence base</p> <p>8. Build effective lobbying links with central and devolved government</p>	<p>18 months</p> <p>5 years</p> <p>18 months, 3 years &amp; 5 years</p>	<p>a) Develop co-ordinated RCN lobbying strategy for nursing research in UK and extending to Europe.</p> <p>b) Support Steering Committee members to attend events central to core Society business.</p>
	<p>D. That nurses and nursing are at the top table of operational management</p>	<p>9. Launch campaign on the value of nurses and nursing, promoting best practice, led by nurses and in alliance with other unions and professional organisations, health associations and patient groups</p>	<p>3 years</p>	<p>a) Lobby for appropriate nursing representation on Local and Multi-Centre Research Ethics Committees.</p> <p>b) Encourage the Research Society Steering Committee and members to stand for positions of influence within and outside the RCN.</p>
		<p>10. Use the Nurses in Executive Roles Forum and other key groups to campaign for a nurse role as Executive Director in all strategic health care bodies in the UK</p>	<p>3 years</p>	
		<p>11. Extend and develop the leadership capacity of nurses and nursing</p>	<p>18 months</p>	<p>a) Encourage research society members to participate in and collaborate with external bodies.</p> <p>b) Support steering group members in attending events central to core business.</p> <p>c) Nominate Steering Committee or Regional Chairs members to RCN Political Leadership Programme.</p> <p>d) Develop resolutions and matters for discussion to submit to Congress Agenda Committee.</p> <p>e) Encourage Research Society members to stand for election to RCN Regional and National Boards, Council and other committees.</p>



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<b>Develop – and educate nurses professionally and academically building our resource of professional expertise and leadership</b>	I. That nurses, nursing students and health care assistants are empowered as professionals	19. Promote and extend the knowledge base of nursing	18 months, 3 years & 5 years	
		20. Review the requirement of nurses and nursing staff for education and continuing professional development	18 months	a) Continue to use JLC as a means of influencing/lobbying for better resources for research by nurse lecturers in HE.
		21. Review the practice and funding of the RCN Institute	18 months	b) Continue partnership with Education Forums.
		22. Ensure nurses and nursing staff have access to education and continuous professional development programmes which meet their needs	5 years	

<p>– the science and art of nursing and its professional practice</p>	<p>J. That improved health care outcomes are delivered by excellence in nursing</p>	<p>23. Enhance the research base of the RCN, focusing on patient outcomes, and support research activity of members</p>	<p>3 years</p>	<ul style="list-style-type: none"> <li>a) Provide support to new researchers and doctoral students through fringe events at Conference and PhD Network.</li> <li>b) Continue to develop research policy leaders through RCN Political Leadership Programme.</li> <li>c) Liaise with publishers/Editors to provide workshop on writing for publication at national conference.</li> <li>d) Promote use of Steinberg Collection and consider analysis collection in partnership with RCN librarians.</li> <li>e) Appraise potential to publish research journal and seminal research reports.</li> <li>f) Promote abstract submissions and attendance at Conference.</li> <li>g) Promote on-line access to journals through web-site, poster and resource pack.</li> <li>h) Continue to use JLC as a means of influencing/lobbying for better resources for research by nurses in Higher Education.</li> <li>i) Promote awareness of <i>Research Ethics</i> and <i>Informed Consent</i> guidance documents.</li> <li>j) Host Winifred Raphael Memorial Lecture and other appropriate fringe events at Congress.</li> <li>k) Host and continue to develop Annual International Nursing Research Conference.</li> </ul>
		<p>24. Win acceptance by all stakeholders that the RCN is the authority on best practice</p>	<p>3 years</p>	
		<p>25. Promote best practice in patient centred care and its impact on health outcomes</p>	<p>5 years</p>	<p>Promote uptake and utilisation of Promoting Excellence in Nursing through developing the research infrastructure in NHS Trusts.</p>

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<p><b>Build – a sustainable, member-led organisation with the capacity to deliver our mission effectively, efficiently and in accordance with our values</b></p> <p><b>– the systems, attitudes and resources to offer the best possible support and development to our staff</b></p>	K. That the RCN has well established diverse income streams	26. Research and establish effective income generation programmes	18 months	Ensure the Society's secure financial future through careful management of resources.
	L. That the RCN manages its resources effectively	27. Develop partnerships with other organisations to enhance capacity to deliver	18 months	a) Continue to develop collaborative partnership with CPHVA and RCM. Continue NiRC collaboration with ICR, CRNA and NTRAC Nurses Network. b) Continue to collaborate with RiCH. c) Continue to collaborate with WENR.
		28. Improve governance at a national level and establish effective devolution of decision making within the RCN	18 months	Involve Regional Networks in decision making of national Steering Committee.
		29. Establish an on going strategic and business planning framework, and performance measurement by outcome	18 months	
		30. Establish effective management systems, including staff development, internal communication, management information, financial and risk management and health and safety	3 years	
		31. Develop new technology to enhance our capacity to deliver	18 months, 3 years & 5 years	
	M. That the RCN has exemplary human resources policy and practice	32. Review and enhance human resource systems, and provide support to staff through the process of transformation	18 months, 3 years & 5 years	