

RCN Wales Industrial Action Derogations

Complete all sections and after the request has been reviewed by your Executive Director of Nursing, save the document with the organisation name & submit to RCN.IDSC.Wales@rcn.org.uk. **Please note, this request will not be considered without the off-duty rota attachment.**

Section 1. Organisational Detail

1.1	Name of NHS Organisation	Choose an item.	
1.2	Workplace (site) or Service submitting request		
1.3	Ward / Department		
1.4	Name & designation of Person requesting derogation		
1.5	Employers' Senior manager to be contacted about the decision	Name	
		Email	
		Tel.no.	
1.6	Have local quality impact reviews been undertaken and documented?	Choose an item.	
1.7	Has this Derogation been reviewed and approved by the organisation Executive Director of Nursing	Choose an item.	
		Name	
		Date	

Section 2. About the Request

2.1	Strike Dates derogations are required for:	Tuesday 6 th June 2023	Choose an item.
		Wednesday 7 th June 2023	Choose an item.
2.2	Your reference (please add your own unique reference for this request here): add 'R' to the end of the ref. if this is a re-submission		
2.3	If this is a resubmission of an earlier request please highlight the substantial difference between your previous submission and this one		
2.4	Date request submitted		

Section 3. Request detail

Tier 1: Derogated:

The services the RCN will fully derogate members delivering direct patient care are:

- Critical Care Units e.g., ITU/HDU,
- Dialysis & Chemotherapy services,
- P1 Cancer Treatment,
- Neonatal and Paediatric ICU
- Standalone Paediatric ED units.

These specific derogations do not need to be submitted for confirmation by the RCN Wales Central Oversight Committee.

Tier 2: Night Duty staffing levels

- In-patient areas - confirmation of normal night shift levels required & steps to cover using non-RCN pool of staff taken already.
- Emergency Departments - confirmation of normal night shift levels required & steps to cover using non-RCN pool of staff taken already.
- Community Services - confirmation of normal night shift levels required & steps to cover using non-RCN pool of staff taken already.

Tier 3 – non- 24-hour services

- Out-patient departments - not expected at night therefore, not derogated
- P2 Cancer Services - specific highly urgent interventions – submit requests on a patient-by-patient basis.

3.1	Please outline in the box below, the clinical reason for the derogation request (for example the need for one-to-one specialist clinical care). Please provide specific and precise details of the clinical requirement for this service or person to be considered for derogation: Please fully explain any abbreviations		
3.2	Who is (Staff) being asked to work? (role/job title)		
3.3	Number of staff being requested per role?		
3.4	When?		
3.5	For how long?		

Section 4. Staffing level detail

Please attach off-duty rota details when submitting this form

	Normal Day	Night Duty level	Non-RCN staff Planned for IA	Gap
Healthcare support worker				
Registered Nurse				
ANP / ENP				
Clinical Nurse Specialist				
Matron / Senior Nurse				
Other (please add)				

Section 5. Pre-request check list

Workforce		Comment
5.1	Have all non-point of care registrants been redeployed to point of care duties?	Choose an item.
5.2	Have all non-clinical staff been considered for redeployment to undertake non- clinical duties?	Choose an item.
5.3	Have all registered staff not working as a registrant been considered for redeployment?	Choose an item.

5.4	Have you stopped all non-critical/planned activity to support delivery of critical services?	Choose an item.	
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Section 9. Further detail / context

Comments:

[Industrial Action Handbook | Employment and Pay | Royal College of Nursing \(rcn.org.uk\)](#) – see Preservation of Life and Limb box.

[NICE Guidelines - Nursing Red Flags](#)

FOR INFORMATION VERSION