





Tasks and responsibilities	RCN Council	Group Audit Committee	Group Remuneration Committee	Group EDI Committee	Finance & Investment Committee	Governance Committee	Trade Union Committee	Professional Nursing Committee	International Committee	Awards Committee	Agenda Committee	Country/Regional Boards	General Secretary & Chief Executive and Executive Team
<b>FINANCIAL STRATEGY AND COMPLIANCE (cont'd)</b>													
<b>INVESTMENT STRATEGY</b>	Council <b>approves</b> RCN strategy and statement of investment principles and any changes to the statement to meet the strategy on the <b>recommendation</b> of the Finance and Investment Committee	N/A	N/A	N/A	* Committee <b>reviews</b> the RCN strategy and statement of investment principles and <b>recommends</b> any changes/action required to RCN Investments to RCN Council, including significant changes to the Values Statement and its approach to investment * Committee is assured by RCN Executive Team and the Group's/RCN Investment Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<b>ACCOUNTABLE OFFICER - CHIEF FINANCIAL OFFICER (unless indicated elsewhere in this</b>
	Council will <b>consult</b> with the membership on any significant changes to the RCN Values Statement and its approach to investments	N/A	N/A	N/A	Committee will be <b>consulted</b> as part of the process for reviewing and agreeing any significant changes to the RCN Investment Strategy and its approach to its investments	Committee will be <b>consulted</b> as part of the process for reviewing and agreeing any significant changes to the RCN Investment Strategy and its approach to its investments	N/A	N/A	N/A	N/A	N/A	Boards are <b>consulted</b> as part of the process for reviewing and agreeing any significant changes to the RCN Investment Strategy and its approach to its investments	
	Council <b>approves</b> the placement of RCN funds in an investment portfolio either directly or through an Investment manager, on the recommendation of the Finance and Investment Committee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
	Council <b>appoints</b> Group* Investment Manager on recommendation from Finance and Investment Committee	N/A	N/A	N/A	Committee <b>approves</b> the preferred supplier that the appointment panel recommends. Committee then <b>recommends</b> the appointment of the Investment Managers to RCN Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
<b>RESERVES POLICY</b>	Council <b>approves</b> any changes to the RCN Reserves Policy and any changes needed to meet the policy on the <b>recommendation</b> of the Finance and Investment Committee	N/A	N/A		Committee <b>reviews</b> the RCN Reserves Policy and makes <b>recommendations</b> to Council for any change/ action required	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team proposes any changes to the RCN Reserves policy based on known and anticipated requirements
<b>GROUP ANTI-BRIBERY, CORRUPTION AND FRAUD POLICY AND GROUP ANTI MONEY LAUNDERING POLICY</b>	Council <b>approves</b> the policies and any changes on the recommendation of the Group Audit Committee	Committee <b>reviews</b> these policies within the review cycle and <b>recommends</b> any changes to RCNF Board and Council for approval.	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team <b>ensures</b> the policies are implemented <b>ACCOUNTABLE OFFICER - EXECUTIVE DIRECTOR OF GOVERNANCE</b>
	Council members are asked to confirm, in writing, as part of the external audit that they are not aware of any related party transactions that they need to declare under the policies and FRS 8 (To note - cross referenced with External Audit /Annual report and accounts)												
<b>7 FINANCIAL REGULATIONS</b>													<b>ACCOUNTABLE OFFICER - CHIEF FINANCIAL OFFICER (unless indicated elsewhere in this section)</b>
	Council <b>approves</b> the Group Financial Regulations on the recommendation of the Group Audit Committee.	Committee reviews and <b>recommends</b> changes to RCNF Board and RCN Council for approval	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team <b>ensures</b> Group Financial Regulations are adhered to
	Council <b>approves</b> all Financial Regulation changes to individual policies, authority limits, and role responsibilities on the <b>recommendation</b> of the Group Audit Committee	Committee <b>reviews</b> all Financial Regulation changes to individual policies, authority limits and role responsibilities.											Executive Team <b>recommends</b> any changes to individual policies, authority limits, and role responsibilities based on changing operational needs/statutory requirements.
	Council <b>receives</b> a report from Group Audit Committee to note small changes made by the RCN Executive Team	Committee receives a report to <b>note</b> from the Executive Team of any small changes made that they have approved											Small changes to <b>approved</b> processes can be made by the Executive Team for operational reasons but must be reported to Group Audit Committee.

Tasks and responsibilities	RCN Council	Group Audit Committee	Group Remuneration Committee	Group EDI Committee	Finance & Investment Committee	Governance Committee	Trade Union Committee	Professional Nursing Committee	International Committee	Awards Committee	Agenda Committee	Country/Regional Boards	General Secretary & Chief Executive and Executive Team
8	<b>ANNUAL BUDGET</b>												<b>ACCOUNTABLE OFFICER - CHIEF FINANCIAL OFFICER (unless indicated elsewhere in this section)</b>
	<b>NOTE - CROSS REFERENCE TO ANNUAL REPORT AND FINANCIAL STATEMENTS (S3)</b>	Council <b>approves</b> and monitors RCN budget	N/A	N/A	Committee <b>recommends</b> RCN budget to Council to approve, after being assured by RCN Executive Team	N/A	N/A	N/A	N/A	N/A	N/A	Boards are responsible for ensuring country and regional plans are delivered within the agreed budget set by Council, on the recommendation of the Executive Team	Executive Team submits proposed budget to Finance & Investment Committee
		Council <b>receives</b> monthly management accounts			Committee <b>review</b> management accounts at each meeting							N/A	Executive Team monitors performance against budget monthly.
		Council <b>approves</b> in year changes, on recommendation of Finance and Investment Committee			Committee <b>recommends</b> changes to in year RCN budget to Council, based on proposals by Executive Team							N/A	
		Council will be <b>notified</b> by Finance and Investment Committee of unplanned high risk issues, if they arise			Committee: * <b>receives</b> high level summary of funding movements into and out of contingency budget to meet organisational priorities and pressures. * will be <b>notified</b> of unforeseen high risks and will <b>report</b> to Council, where applicable							N/A	Executive Team can <b>agree</b> to bank underspends to reserves OR to vire between directorate budgets to meet organisational priorities and pressures Where applicable, unplanned high risk issues are <b>reported</b> to Council, via the Chair of Finance & Investment Committee, if they arise
9	<b>GROUP STAFF PENSION SCHEMES</b>												<b>ACCOUNTABLE OFFICER - CHIEF FINANCIAL OFFICER (unless indicated elsewhere in this section)</b>
		Council <b>approves</b> pension scheme arrangements on the recommendation from the Finance and Investment Committee	N/A	To <b>advise</b> on any proposals for major changes to the remuneration package including the provision for and scope of pension arrangements for all staff and other terms and conditions of employment (benefits).	N/A	Committee periodically <b>reviews</b> the pension scheme arrangements and makes <b>recommendations</b> to Council. This includes the Triennial valuation Committee is given assurance by RCN Executive Team and the Group's pensions advisors	N/A	N/A	N/A	N/A	N/A	N/A	* Executive Team recommends changes to arrangements, consulting with staff through the Partnership Forums (GMB and NUJ representation), if appropriate, based on affordability and good practice * Executive Team <b>reviews</b> deficit funding payments, ensures agreed funding levels are budgeted and paid as required and proposes any additional funding payments
10	<b>FINANCIAL CONTROL FRAMEWORK</b>												<b>ACCOUNTABLE OFFICER - CHIEF FINANCIAL OFFICER, (unless indicated elsewhere in this section)</b>
	<b>PARTNERSHIPS</b>	<b>Approves</b> partnership agreements in accordance with the Group Schedule of Financial Limits RCN - over £1m	N/A	N/A	Committee: * <b>consider</b> business partnership agreements in accordance with the Group Schedule of Financial Limits * <b>approves</b> agreements up to its threshold (£0.5m to £1m) and <b>recommends</b> agreements in excess of £1m to Council * will <b>notify</b> Council of decisions it has made	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team <b>ensures</b> all contracts and partnership agreements are approved and signed in accordance with the group Financial Regulations and Schedule of Financial Limits <b>The Executive Team level is up to £0.5m. They will recommend to the Finance and Investment Committee in excess of £0.5m</b>
	<b>CONTRACT MANAGEMENT</b>	Council <b>approves</b> application to procure contracts over £1m, in accordance with the Group Schedule of Financial Limits, on the recommendation from the Finance & Investment Committee	N/A	N/A	* Committee: * <b>approves</b> application to procure RCN contracts up to its threshold (£0.5m - £1m) and recommends to RCN Council for applications in excess of £1m, in accordance with the Group Schedule of Financial Limits * will <b>notify</b> Council of decisions it has made	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team approve applications to procure and / or business cases in accordance with Financial Regulations and Schedule of Financial Limits. Their level is up to £0.5m. They will recommend to the Finance and Investment Committee in excess of £0.5m

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10	<b>FINANCIAL CONTROL FRAMEWORK (cont'd)</b>												
<b>BUSINESS CASES</b>	Council <b>approves</b> business cases in accordance with the Group Schedule of Financial Limits *RCN - approval in excess of £1m, Council will be notified by Finance and Investment Committee of approval they have given, within their threshold (£0.5m- £1m)	N/A	N/A		Committee: * <b>consider</b> business cases in accordance with the Group Schedule of Financial Limits * <b>approves</b> business cases up to its threshold (£0.5 - £1m) and recommends cases in excess of £1m to Council * will <b>notify</b> Council of decisions it has made								Executive Team approve applications to procure and / or business cases in accordance with Financial Regulations and Schedule of Financial Limits. Their level is up to £0.5m. They will recommend to the Finance and Investment Committee in excess of £0.5m
<b>USE OF EXTERNAL AUDIT FIRM FOR NON AUDIT WORK</b>	Council and Finance and Investment Committee <b>notified by Group Audit Committee</b> of the appointment of external audit firm for non audit work across the RCN Group  Council <b>receives</b> a report through Group Audit Committee on any such appointments  Council <b>receives</b> an annual summary, via Group Audit Committee, of all non audit work undertaken by external audit firm, where appropriate	Committee approves the appointment of external audit firm for non-audit work. Chair <b>notifies</b> Chair of Council and Chair of Finance and Investment Committee	N/A	N/A	Chair of Committee is <b>notified by Chair of Group Audit Committee</b> if RCN approves appointment of external audit firm for non audit work	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team agree all non-audit work undertaken by the external audit firm in accordance with the Financial Regulations.
<b>ASSET MANAGEMENT</b>	Council: <b>approves</b> acquisitions and disposals of RCN assets or investments in accordance with its Schedule of Financial Limits, in excess of £1m	N/A	N/A	N/A	Committee considers the acquisition and disposal of assets in accordance with Schedule of Financial Limits. The Committee <b>approves</b> within its threshold (£0.5M - £1M) and <b>recommends</b> to Council those assets in excess of £1m	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team reviews and agrees the acquisition and disposal of assets in accordance with the Group Schedule of Financial Limits (up to £0.5m) and recommends to Finance & Investment Committee for all decisions in excess of £0.5m. The Executive Team notify Finance & Investment Committee of all decisions it has taken within its £0.5m threshold
<b>EXPENDITURE</b>													
<b>Procurement</b>	Council <b>approves</b> the RCN procurement strategy and any changes to it on the recommendation of the Finance & Investment Committee	N/A	N/A	N/A	Committee <b>recommends</b> the strategy and any changes to Council. The strategy is reviewed on a 3 yearly cycle	N/A	N/A	N/A				Boards ensure that the procurement strategy is implemented across countries and regions	Executive Team <b>recommends</b> changes to the Procurement Strategy
<b>Approve expenditure (Group Financial Regulations and Schedule of Financial Limits)</b>	Council approves all RCN and RCN Group * approval processes on recommendation from Group Audit Committee * Group processes are approved by Council after consultation and approval by RCNF Board	* Committee <b>recommends Group</b> approval processes (for example, Financial Regulations and Schedule of Financial Limits) to RCNF Board and Council to approve * Committee <b>recommends</b> RCN approval processes to Council to approve	N/A		N/A	N/A	N/A					N/A	Executive Team <b>ensure</b> all expenditure is approved in accordance with the Group Financial Regulations and Schedule of Financial Limits
	Council <b>approves</b> expenditure in accordance with Schedule of Financial Limits	N/A	N/A		Committee <b>approves</b> expenditure in accordance with the Schedule of Financial Limits	N/A	N/A	N/A				N/A	
<b>INCOME</b>													
<b>External income generation from sponsorship, grant management, fundraising and other externally funded projects</b>	Council <b>approves</b> business cases for external income generation in accordance with Schedule of Financial Limits * RCN - in excess of £1m, on recommendation from Finance and Investment Committee	N/A	N/A		The Committee <b>approves</b> business cases for any external income generation in accordance with the Schedule of Financial Limits (£0.5m - £1m) and <b>recommends</b> to Council to approve in excess of £1m	N/A	N/A	N/A				Boards ensure the arrangements are complied with in accordance with the Schedule of Financial Limits	Executive Team ensures that all external income generation projects comply with the Group Financial Regulations. In accordance with the Schedule of Financial Limits, they can <b>approve</b> up to £0.5m and will recommend to Finance and Investment Committee in excess of £0.5m
<b>Banking and Investments banking arrangements</b>	Council <b>approves</b> RCN banking arrangements, including changes, on the recommendation of the Finance and Investment Committee and the Executive Team  Council <b>receives</b> 6 monthly report of any changes to existing RCN bank accounts	N/A	N/A		Committee <b>reviews</b> the proposed changes to RCN banking arrangements, received from the Executive Team and <b>recommends</b> to Council they approve the changes  Committee <b>receives</b> a 6 monthly report on any changes to existing RCN bank accounts	N/A	N/A	N/A				N/A	* Executive Team monitors and <b>recommends</b> to Finance and Investment Committee any changes to the RCN's banking arrangements * Executive Team <b>provides</b> a 6 monthly update to Finance and Investment Committee and Council on changes to RCN bank accounts  Executive Team reviews all new accounts opened in the name of the RCN (includes branches) and bank closures
<b>Loans</b>	Council <b>approves</b> the limit and purpose of any loan requested by RCN based on operational needs and compliance with the financial strategy * RCN - Finance and Investment Committee <b>recommend</b> to Council	N/A	N/A		Committee reviews and <b>recommends</b> to Council any proposed loans required by the RCN in accordance with the achievement of strategic plans and financial strategy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team <b>recommends</b> to Finance and Investment Committee, via a business case, any proposed loan required by the RCN.

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10	<b>FINANCIAL CONTROL FRAMEWORK (cont'd)</b>												
	<b>OTHER FINANCIAL PROCEDURES</b>												
	<b>Losses, bad debts and special payments</b>	*Council <b>approves</b> losses, bad debts or special payments in accordance with the Schedule of Financial Limits (in excess of £50k) and will be <b>notified</b> by the Finance and Investment Committee and Executive Team of any approval they have given within their threshold *The Chair of Council will sign off on behalf of Council	N/A	N/A	Committee: * <b>approve</b> losses, bad debts or special payments in accordance with its Schedule of Financial Limits threshold (£10k - £50k), on the recommendation of the Executive Team. The Honorary Treasurer will sign off on behalf of the Committee. * will recommend to Council that they sign off losses, bad debts or special payments in excess of £50k, in accordance with the Schedule of Financial Limits.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team agrees and reviews losses, bad debts and special payments in accordance with Financial Regulations. They will approve up to £10k, in accordance with the Schedule of Financial Limits and will recommend to Finance and Investment Committee losses, special payments or bad debts in excess of £10k
	<b>RCN Member finance policies (e.g branch funding policy,</b>	Council: * <b>approves</b> all RCN member financial policies as set out in the Financial Regulations, on the <b>recommendation</b> of the Finance and Investment committee * <b>oversees</b> communication and consultation with members on changes as appropriate	N/A	N/A	Committee <b>recommends</b> RCN member finance policies to Council to approve, for example branch funding.	N/A	Committee is <b>consulted</b> on proposed changes, as required Ensure subordinate committees of TUC feed into this process	Committee is <b>consulted</b> on proposed changes, as required Ensure subordinate committees of PNC feed into this process	N/A			Boards ensure members are consulted on and briefed on changes as appropriate	Executive Team <b>recommends</b> any changes to policies and procedures, as appropriate, to the Finance and Investment Committee
	<b>Insurance (Including Professional Indemnity Insurance</b>	Council will receive <b>assurance</b> from Group Audit Committee that the Group has sufficient insurance cover for that year Committee will receive a list of insurance policies * will then <b>notify</b> Council and RCNF Board, via their committee report	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Boards report back on risks with insurance or financial implications via country or regional risk register	* Executive Team <b>approves</b> any changes to the policy and reports any potential risks to Group Audit Committee and Council * Executive Team <b>ensures</b> compliance with the terms of insurance policies * Executive Team <b>receives</b> and approves summary of annual renewal of insurance policies and notifies the Group Audit Committee (in April)
11	<b>ESTATES STRATEGY</b>												<b>ACCOUNTABLE OFFICER - CHIEF FINANCIAL OFFICER (unless indicated elsewhere in this section)</b>
		Council reviews property strategy and <b>approves</b> any changes / decision on the recommendation of Finance and Investment Committee	N/A	N/A	Committee <b>reviews</b> the RCN property strategy every 5 years and makes <b>recommendations</b> to Council for any changes / action required	N/A	N/A	N/A	N/A			Boards ensures the property strategy is implemented and where applicable, report to Council on property matters and make recommendations to Financial and Investment Committee. This will include the purchase/disposal of freehold property	Executive Team <b>leads</b> on the strategy and recommends changes to the Finance and Investment Committee
		Council <b>approves</b> expenditure in line with property projects in the procurement strategy and Schedule of Financial Limits (in excess of £1m) and is notified by the Finance and Investment Committee of agreed expenditure up to £1m	N/A	N/A	Committee approves expenditure in line with property projects in the procurement strategy and Schedule of Financial Limits (£0.25m - £1m). They recommend any expenditure that is in excess of £1m to Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team approves expenditure in line with property projects in the procurement strategy and Schedule of Financial Limits (up to £0.25m). They recommend any expenditure that exceeds £0.25m to the Finance and Investment Committee
		Council <b>approves</b> building / investment projects in accordance with the Schedule of Financial Limits (in excess of £1m) and is notified by the Finance and Investment Committee of expenditure up to £1m	N/A	N/A	Committee <b>approves</b> building/investment projects in accordance with the Schedule of Financial Limits (£0.5m - £1m). They <b>recommend</b> any expenditure in excess of £1m to Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team <b>approves</b> building/ investment projects in line with Financial Regulations and Schedule of Financial Limits (up to £0.5m). They will recommend to Finance and Investment Committee projects in excess of £0.5m



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<b>14 POLICY DEVELOPMENT</b>													<b>ACCOUNTABLE OFFICERS - CHIEF NURSING OFFICER AND DEPUTY CHIEF EXECUTIVE, EXECUTIVE DIRECTOR OF LEGAL AND MEMBER RELATIONS AND COUNTRY DIRECTORS (unless indicated elsewhere in this section)</b>
		Council: * <b>receives</b> regular updates on issues affecting members and nursing profession. * <b>commissions</b> new work as required from Trade Union Committee, Professional Nursing Committee and International Committee. This includes <b>approval</b> of controversial new or amending existing policy	N/A	N/A	N/A	N/A	Committee <b>leads</b> policy development in new and existing areas. Committee will <b>approve</b> new and updated existing policy positions. However, there may be times when they make <b>recommendations</b> to Council to <b>approve</b> . More details are in the Committee's ToR	Committee <b>leads</b> policy development in new and existing areas. Committee will <b>approve</b> new and updated existing policy positions. However, there may be times when they make <b>recommendations</b> to Council to <b>approve</b> . More details are in the Committee's ToR	Committee <b>leads</b> policy development in new and existing areas. Committee will <b>approve</b> new and updated existing policy positions. However, there may be times when they make <b>recommendations</b> to Council to <b>approve</b> . More details are in the Committee's ToR	N/A	N/A	Country boards <b>approve</b> policy on country specific issues	Executive Team monitors social, economic and health and social care policy environment and <b>recommends</b> new areas of work to Trade Union and Professional Nursing Committees
			N/A	N/A	N/A	N/A	Work with Country and Regional Boards to ensure RCN policy is applied UK wide	Work with Country and Regional Boards to ensure RCN policy is applied UK wide	N/A	N/A	Boards <b>ensure</b> UK wide policy is implemented in country/region and local intelligence is shared to inform UK Policy development		
<b>15 GOVERNANCE ARRANGEMENTS (to note cross reference to No 2)</b>													<b>ACCOUNTABLE OFFICER - EXECUTIVE DIRECTOR OF GOVERNANCE (unless indicated elsewhere in this section)</b>
<b>GOVERNANCE STRUCTURE AND WAYS OF WORKING</b> <i>To note - consultation may not be applicable where there is a legal requirement to comply. For example, register of interests. In these instances, communication and guidance will be shared</i>	Council <b>approves</b> changes to governance structures and ways of working, on recommendation from the Governance Committee	Committee consulted or noted on proposed changes <b>relevant to them, as required</b> . Once the decision has been made by council, where applicable, committee will ensure changes are actioned	Committee consulted or noted on proposed changes <b>relevant to them, as required</b> . Once the decision has been made by council, where applicable, committee will ensure changes are actioned	Committee consulted or noted on proposed changes <b>relevant to them, as required</b> . Once the decision has been made by council, where applicable, committee will ensure changes are actioned	In line with their terms of reference, the role of the Committee is to <b>support</b> Council to discharge its governance duties. It does this through regular review of the governance arrangements, governance documentation and policies, and where applicable makes <b>recommendations</b> to Council	Committee consulted or noted on proposed changes <b>relevant to them, as required</b> . Once the decision has been made by council, where applicable, committee will ensure changes are actioned	Committee consulted or noted on proposed changes <b>relevant to them, as required</b> . Once the decision has been made by council, where applicable, committee will ensure changes are actioned	Committee consulted or noted on proposed changes <b>relevant to them, as required</b> . Once the decision has been made by council, where applicable, committee will ensure changes are actioned	Committee consulted or noted on proposed changes <b>relevant to them, as required</b> . Once the decision has been made by council, where applicable, committee will ensure changes are actioned	Committee consulted or noted on proposed changes <b>relevant to them, as required</b> . Once the decision has been made by council, where applicable, committee will ensure changes are actioned	Boards consulted on proposed changes <b>relevant to them</b> . Once the decision has been made by council, where applicable, they will ensure changes are actioned	Executive Team makes recommendations to <b>Governance Committee</b> for change or new developments.	
	Council is <b>notified</b> of effectiveness of current consultation arrangements	N/A	N/A	N/A	Committee <b>reports</b> to Council on the effectiveness of current consultation arrangements	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team implements consultation and communications strategy
	Council <b>ensures</b> all elected and appointed members of Council and Committees have access to induction and development	* Committee <b>identifies</b> its learning and development needs * Committee <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme	* Committee <b>identifies</b> its learning and development needs * Committee <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme	* Committee <b>identifies</b> its learning and development needs * Committee <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme	Committees <b>agrees</b> the development of induction and development needs * Committee <b>agrees</b> its induction programme for council and committee members	* Committee <b>identifies</b> its learning and development needs * Committee <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme	* Committee <b>identifies</b> its learning and development needs * Committee <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme	* Committee <b>identifies</b> its learning and development needs * Committee <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme	* Committee <b>identifies</b> its learning and development needs * Committee <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme	* Committee <b>identifies</b> its learning and development needs * Committee <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme	Boards agree their induction programmes and work with their Country/Region to deliver the programme		
	Council <b>approves</b> annual RCN corporate calendar principles	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Executive Team <b>recommends</b> the annual RCN corporate calendar to Council to approve
<b>GOVERNANCE POLICIES AND PROCEDURES</b>	Council <b>approves</b> RCN governance policies and procedures, including elections, on the <b>recommendation</b> of the Governance Committee To note, this will include appointing the UK Returning Officer	N/A	N/A	N/A	Committee <b>reviews</b> RCN governance and elections policies and procedures and <b>recommends</b> to Council	Committee is <b>consulted</b> on proposed changes, as required Ensure subordinate committees of TUC feed into this process	Committee is <b>consulted</b> on proposed changes, as required Ensure subordinate committees of TUC feed into this process	N/A					Executive Team makes <b>recommendations</b> for changes to RCN arrangements to Governance Committee
<b>REPORTING</b>	Council <b>reports</b> back to membership after each formal meeting	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Boards report back to Council after each meeting	
<b>MEMBERS / DIRECTORS/TRUSTEE DISCIPLINARY POLICIES (e.g member resolution policy)</b>	Reviews and <b>agrees</b> RCN member resolution policy and processes	N/A	N/A	N/A	Committee <b>recommends</b> member resolution policy to Council to approve	Committee is <b>consulted</b> on proposed changes, as required Ensure subordinate committees of TUC feed into this process	Committee is <b>consulted</b> on proposed changes, as required Ensure subordinate committees of TUC feed into this process	N/A					* Executive Team make <b>recommendations</b> to Governance Committee on changes to the member resolution policy and associated documents * Chief Executive and General Secretary is responsible, in consultation with Chair of RCN Council to set up investigations and disciplinary processes

