

STATUTORY AND REGULATORY COMPLIANCE			
Tasks and responsibilities	Council	Group Audit Committee	Trade Union Committee
RCN GROUP STATUTORY, REGULATORY AND COMPLIANCE MANAGEMENT FRAMEWORK			
Special register trade union body	<p>Council is the Trade Union Executive.</p> <p>Council <b>approves</b> new policy and positions and changes to existing policy and positions, on the recommendation of the Trade Union Committee</p>	N/A	<p>Committee:</p> <p>*<b>ensures</b> the RCN meets its requirements as a special register trade union, as delegated from Council</p> <p>* <b>leads on and approves</b> collective bargaining up to and including consultative ballots on pay</p> <p>*<b>approves</b> the NHS Pay Review Body RCN submission, however, there may be times when Council is required to <b>approve</b> and the Committee will <b>recommend</b> to them.</p> <p>See the Committee's ToR for more details</p>

INTERNAL CONTROL FRAMEWORK			
Tasks and responsibilities	Council	Group Audit Committee	Trade Union Committee
RISK MANAGEMENT	<p>Council <b>reviews and notes</b> Group risk register 1/4ly, following assurance from the Group Audit Committee</p>	<p>Committee:</p> <p>* <b>reviews and approves</b> the Group risk register 1/4ly on behalf of the Group's governing bodies before it is presented to RCNF Board and RCN Council to note.</p> <p>* can approve escalated risks raised at its meetings</p> <p>* is <b>assured</b> by the RCN Executive Team that the Group risk framework is being complied with</p>	<p>Committee <b>reviews and approves</b> the Employment Relations risk register 1/4ly. Where applicable, risks can be escalated to the Group risk register</p>

BUSINESS STRATEGY		
Tasks and responsibilities	Council	Trade Union Committee
	Council <b>approves</b> the RCN's 5 year strategy and leads the strategy development process, agrees priorities and is final decision maker, on behalf of the membership.	Committee <b>contributes</b> to the development of the RCN strategy for the trade union agenda of the College. The strategy informs the Committee's work programme and risk register
	Council <b>receives</b> 1/4ly report on progress against RCN strategy and <b>agrees</b> any requests to change priorities	Committee <b>receive</b> 1/4ly report on progress against RCN strategy and exception reports to council

FINANCIAL STRATEGY AND COMPLIANCE			
Tasks and responsibilities	Council	Finance and Investment Committee	Trade Union Committee
INVESTMENT STRATEGY	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	Committee: * <b>reviews</b> the RCN strategy and Statement of Investment Principles and <b>recommends any</b> changes/action required to RCN Investments to RCN Council, including significant changes to the Values Statement and its approach to investment * is <b>assured</b> by RCN Executive Team and the Group's/RCN Investment Managers	Committee will be <b>consulted</b> as part of the process for reviewing and agreeing any <b>significant</b> changes to the RCN Investment Strategy and its approach to its investments
	Council will <b>consult</b> with the membership on any significant changes to the RCN Values Statement and its approach to investments		

FINANCIAL CONTROL FRAMEWORK			
OTHER FINANCIAL PROCEDURES			
Tasks and responsibilities	Council	Finance and Investment Committee	Trade Union Committee
RCN MEMBER FINANCE POLICIES (e.g. branch funding policy)	<p>Council :</p> <ul style="list-style-type: none"> <li>* <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</li> <li>* <b>oversees</b> communication and consultation with members on changes as appropriate</li> </ul>	<p>Committee <b>recommends</b> RCN member finance policies to Council to approve, for example branch funding,</p>	<p>Committee:</p> <ul style="list-style-type: none"> <li>* is <b>consulted</b> on proposed changes, as required</li> <li>*<b>ensures</b> subordinate committees of TUC feed into this process</li> </ul>

## MEMBERSHIP AND SUBSCRIPTION RATES

Tasks and responsibilities	Council	Trade Union Committee
MEMBERSHIP STRATEGY	Council reviews and <b>agrees</b> the membership strategy and any changes to membership categories, on recommendation of Governance Committee	Committee: * <b>is consulted</b> on proposed changes, as required * <b>ensures</b> subordinate committees of TUC feed into this process
SUBSCRIPTION RATES	Review subscription strategy and <b>approves</b> annual subscription rates increases, subject to dispensation.  <i>To note - At 2023 AGM, Council were given dispensation until 31 December 2028 to increase the subscription rates.</i>	Committee: * <b>is consulted</b> on proposed changes, as required * <b>ensures</b> subordinate committees of TUC feed into this process

## POLICY DEVELOPMENT

Tasks and responsibilities	Council	Trade Union Committee
	* Council: * <b>receives</b> regular updates on issues affecting members and nursing profession. * <b>commissions</b> new work as required from Trade Union Committee. This includes <b>approval</b> of controversial new or amending existing policy	Committee: * <b>leads</b> policy development in new and existing areas. * <b>will approve</b> new and updated existing policy positions.  However, there may be times when they make <b>recommendations to Council to approve</b> . More details are in the Committee's ToR
		Committee <b>works with</b> Country and Regional Boards to ensure RCN policy is applied UK wide

GOVERNANCE ARRANGEMENTS			
Tasks and responsibilities	Council	Governance Committee	Trade Union Committee
<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	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 <b>consulted or noted</b> on proposed changes relevant to them, as required. Once the decision has been made by council, where applicable, committee will ensure changes are actioned
	Council <b>ensures</b> all elected and appointed members of Council and Committees have access to induction and development	Committees <b>agrees</b> the development of induction and development programme for council and committee members	Committee : * <b>identifies</b> its learning and development needs * <b>agrees</b> its induction programme accordingly and works with Governance to deliver the programme
<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	Committee <b>reviews</b> RCN governance and elections policies and procedures and <b>recommends</b> to Council	Committee: * <b>is consulted</b> on proposed changes, as required * <b>ensures</b> subordinate committees of TUC feed into this process
<b>MEMBERS / DIRECTORS/TRUSTEE DISCIPLINARY POLICIES (e.g member resolution policy)</b>	Reviews and <b>agrees</b> RCN member resolution policy and processes	Committee <b>recommends</b> member resolution policy to Council to approve	Committee: * <b>is consulted</b> on proposed changes, as required * <b>ensures</b> subordinate committees of TUC feed into this process
<b>CONGRESS</b>	Council <b>approves</b> business agenda of Congress on the recommendation of the Agenda Committee as described in the Congress policy	N/A	Committee <b>encourage</b> forums to submit agenda items  Committee <b>ensures</b> Forum voting places are filled, in accordance with the criteria and guidance for voting places

EQUITY, DIVERSITY AND INCLUSION		
Tasks and responsibilities	RCN Council	Trade Union Committee
<b>CHAMPION OF DIVERSITY AND HUMAN RIGHTS IN THE HEALTH AND SOCIAL CARE SECTOR</b>	Council <b>approves</b> and champions the Group EDI strategy, on the recommendation of the Group EDI Committee.	Committee <b>consulted</b> in the development of the Strategy and ensures adherence to the strategy within its scope