

Conference
information



Winning in our workplaces:

Advancing our reach and influence

RCN UK Joint Representatives'
Spring conference 2024

7-8 March 2024
Delta Marriott Bristol City
Centre Hotel



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Welcome letter

Dear colleague,

Welcome to Bristol!

On behalf of the Royal College of Nursing (RCN) and UK representative committees, we welcome you to the UK representatives' spring conference.

A very special welcome to those of you attending for the first time. To support you on your first conference experience, regions and countries will be sat together on the same table so you can find each other easily. The UK Reps committee members are on hand to offer support (look out for their different coloured badges) and should you have any questions, the team on the registration desk will be happy to help.

The theme for this conference is Winning in our Workplaces – advancing our reach and influence. We are coming together as a community of reps over the next two days, united in our desire to create fair, healthy workplaces where nursing staff have access to the learning and development they need.

RCN reps make a difference. Learning together and sharing experience enables us to go back to our workplaces with new ideas and actions to implement. Take the opportunity to visit the exhibition stands, talk to your UK rep committee members, pick up resources, ask questions and build connections with your fellow reps. You will find a handy sheet in this brochure where you can note down contacts, useful resources, actions and learning points to revisit after the conference.

The RCN believes in life-long learning and actively promotes the continuing professional development of nurses. For this reason, certificates of attendance are provided on arrival and the framework for reflection can be found on the reverse. You are encouraged to contribute attendance at RCN events towards your framework for reflection which can be included in your portfolio.

You will receive an email with a link to the online conference evaluation. We'd be grateful if you would complete this as soon as possible and within seven days of the conference. Your comments and feedback are invaluable in helping us plan future RCN conferences.

We'd like to thank you for attending this conference and look forward to meeting you. With best wishes from your conference planning group.

Elspeth Caithness
Fiona Holley
Leonore Newson
Billy Nichols
Claire Reynolds
Neil Thompson

Programme

Learning outcomes

At the end of the conference participants will:

1. Network to connect with other RCN reps and staff to support each other in trade union activity.
2. Understand their active role in supporting the Safe Staffing Campaign.
3. Further develop their knowledge in creating a healthy workplace for our members.
4. Prepare action plans for their workplace to encourage members to actively engage with the forthcoming general election and have their voices heard.
5. Utilise the updates from a legal perspective and in the approach to Equalities to achieve the best outcomes for our members.

DAY 1	
12.00	<p>Registration, lunch, exhibition and networking</p> <p>During this time there will be information stands and staff available to answer your questions. Members of your UK representative committees want to hear from you during the conference. Come and meet them, share your priorities as a rep, and let them know what support and resources you need in your rep role.</p>
13.00	<p>Welcome and opening remarks from the Chair Phil Cole, Chair of UK Stewards Committee</p>
13.10	<p>Welcome to the South West Region Lucy Muchina, Regional Director, RCN South West</p>
13.20	<p>RCN General Secretary & Chief Executive's Address Professor Pat Cullen, RCN General Secretary & Chief Executive</p>
14.00	<p>Unsafe staffing: understanding the crisis Professor Nicola Ranger, RCN Chief Nurse</p> <p>Professor Jane Ball, Professor of Nursing Workforce Policy, Southampton University</p>

DAY 1	
	<p>Our members see daily the unfolding crisis in nursing staffing levels. Nowhere and no health setting is immune from the impact. What suffers? Our members, and ultimately their ability to deliver the right standard of patient care.</p> <p>We are joined by Professor Jane Ball, Professor of Nursing Workforce Policy at Southampton University, and Professor Nicola Ranger, RCN Chief Nurse, who will together set out the compelling evidence that reveal the human cost of current nurse staffing levels, and what route the RCN is embarking on to tackle the crisis.</p>
14.45	Break with networking and exhibition viewing
15.15	<p>Reps Tackling the Crisis</p> <p>Lena Johnson, RCN England Professional Lead (Workforce) Janine Compston, RCN Steward, Northern Ireland <i>Using the RCN's Workforce Standards</i></p> <p>An overview of the RCN's workforce standards and a case study of how reps have used the standards, followed by group work at the tables. The session and group work will look at using the RCN's Ask Listen Act alongside the checklists that accompany the standards.</p> <p>Kim Sunley, Head of Health, Safety and Wellbeing <i>Using health and safety legislation as a lever to improve working conditions</i></p> <p>An overview of how health and safety risk assessment and workplace inspections can be used as a lever for improvements, followed by group work at tables using a combination of scenarios and tools.</p> <p>George Woods, Associate Director, Activism Academy <i>What role can the Activism Academy play?</i></p>
17.00	<p>Closing remarks from the Chair Phil Cole, Chair of UK Stewards Committee</p>
17.05	Close
19.00	Welcome drink - pick up your complimentary soft drink
19.30	Sit down for dinner
21.00-21.30	End of dinner

DAY 2	
9.00	<p>Opening remarks from the Chair Fiona Holley, Chair of UK Learning Reps Committee</p>
9.15	<p>Menstrual Wellbeing at Work - creating healthy workplaces for our members Ginisha Vekaria, Wellbeing Programme Manager, Endometriosis UK</p>
10.15	<p>Break with networking and exhibition viewing</p>
10.45	<p>Are you General Election ready? Liam Beattie, RCN Public Affairs Adviser</p> <p>Where do party manifestos sit on nursing, health and social care, workforce and other issues our members care about? How can reps engage with members to encourage members to participate in the democratic process and vote for nursing?</p>
12.00	<p>Lunch and exhibition</p> <p>Time for a lunch break which runs from 12.00-13.30. Visit the exhibition, meet your national committees and RCN employment relations staff to ask questions and pick up resources, then join a fringe event of your choice.</p> <p>FRINGE EVENTS 12.30-13.20</p> <p>Choose from the following fringe events (spaces are limited and offered on a first come first served basis):</p> <p>Building a powerful RCN in your workplace Stephanie Goodwin, RCN Head of Organising This session will explore different types of power, particularly the power that RCN members in the workplace have that can be used if barriers to action are removed.</p> <p>Levelling up Employment Standards Gary Kirwan, RCN National Officer – Team Leader, Employment Relations Chelsea Bleasdale, RCN National Officer, Employment Relations Find out more about the development of RCN employment standards for all workplaces and sectors. Share your views on what should be included.</p> <p>Legal Update John Halson, RCN Head of Legal (Employment) Chris Musgrave, RCN National Officer, Employment Relations This session will focus on reasonable adjustments and the role of reps in flagging potential issues that could give rise to a better</p>

DAY 2	
	outcome for members. It will also include a brief update from Chris on recent changes to the rules around partial retirement in the NHS.
13.30	RCN EDI strategy: Your chance to shape the future Wendy Irwin, RCN Diversity and Equalities Coordinator Edleen John, Half the Sky
14.30	Closing address RCN President, Sheila Sobrany
14.50	Closing remarks from the Chair Fiona Holley, Chair of UK Learning Reps Committee
15.00	Conference closes

General information

Conference enquiries

Please ask staff on the registration desk if you have any specific requirements regarding access, lost property or have queries regarding your membership.

Badges

For security purposes, participants must wear their badges at all times. Participants will not be admitted to the conference sessions without the appropriate badge.

Badges are colour coded as follows:

- Reps - blue
- UK Reps Committee members - green
- TUC or Council members - pink
- Speakers - black
- Exhibitors - purple
- Staff – fuchsia

Name, rep type, region/country, job title and place of work will all be shown on badges. Allocated table numbers for the conference will also be indicated clearly.

To help make everyone feel welcome and included, a coloured sticker dot is included on badges to identify first time attendees.

Programme

Please refer to the programme for details of the times and locations of all conference sessions. Staff will be on hand to guide you as necessary.

Conference table plan

To support networking, a table plan will be produced so reps are seated with their own country or region.

The table plan will be in use for the conference sessions, but reps are free to sit on any table during the conference dinner.

Exhibition

There is an exhibition running alongside this event. These exhibitors have chosen to exhibit at this conference as they feel their products and/or services may be of interest to you. The exhibition also supports the conference, therefore please take the time to go and visit each exhibition stand during the exhibition viewing times.

Conference dinner

The conference dinner will be held in the Bristol Suite (the same room in which the conference is being held), starting with a networking welcome at 7pm. Guests will be invited to sit down for dinner at 7.30pm.

On arrival, please make your way to the RCN Registration desk and collect your dinner place card/voucher for a welcome soft drink.

If you have any specific dietary requirements, please inform us in advance so we can ensure your needs are catered for. For any queries, please see staff at the registration desk.

Reps Hub

Main hall sessions will be livestreamed and filmed so that sessions are available for all reps not attending in person to watch live or on demand at a convenient time.

Reps can log on to the Activists Learning Portal at <https://learn.rcn.org.uk/> to access the recordings two weeks after the event.

Respect charter and code of conduct

By joining this event, all attendees agree to have read, understood and adhere to the [RCN governance documents](#) regarding respect and conduct at events.

Specific requirements

Please ask at the registration desk if you have any specific requirements (e.g. dietary, accessibility etc.)

Electronic devices

Out of courtesy to others, delegates are requested to switch off or set to silent all electronic devices during conference sessions.

Liability

The RCN will not accept any liability for loss or damage to personal effects which may arise as a result of attendance at this event.

Continuing Professional Development

The Royal College of Nursing believes in lifelong learning and actively promotes the continuing professional development of all nurses. Authorised Royal College of Nursing certificates of attendance have been issued to all participants. This event is also subject to the RCN Events quality assurance framework. You should log what you have learnt at this event using the Framework for Reflection guidelines on the back of your certificate and keep this document in your personal professional portfolio.

Free information at your fingertips

The Royal College of Nursing offers a number of FREE online resources with all the latest information and guidance on particular nursing practice issues such as: clinical guidelines, patient safety and eHealth.

Visit <https://rcnlearn.rcn.org.uk/> for more information.

Media partner

RCNi is the premier provider of innovative and creative information solutions for the whole nursing team and associated health professionals. With 11 nursing journals, including Nursing Standard, RCNi provide health professionals with the latest developments impacting nursing, including changes in policy, practice and research.

RCNi also offer a range of digital products including RCNi Learning, an interactive online resource of CPD training modules, and the RCNi Portfolio, an online store and tracking system to help you with revalidation.



LV=

Throughout their 180-year history, LV= became one of the UK's largest personal lines insurers, with their customer best interests at heart.

LV= are proud of their long-standing and successful partnership with the RCN, and are delighted to support many projects organised for RCN members.

RCN Members are entitled to a number of discounted insurance products from LV=.

For further information please visit LV.com/RCN



Quilter Financial Advisers

Quilter Financial Advisers are leading industry specialists in the NHS Pension Scheme as well as all aspects of retirement and general savings and financial planning. Whether you are confused about the changes to your pension or you are buying a house, looking for a re-mortgage or need advice on inheritance tax & estate planning, Quilter Financial Advisers can help.

All RCN members are entitled to a free initial private consultation with a professional financial adviser so come and see us at our stand to find out more and book your free 1:1.

Acknowledgement and thanks

UK Reps Committees

Region/Country	UK Health & Safety Reps Committee	UK Stewards Committee	UK Learning Reps Committee
East Midlands	Helen Inskip	Neil Thompson	Maive Coley
Eastern	Tracey Brown	Andi Blakesley	Tracey Risebrow
London	Nancy Ghansah	Noeleen Behan	Jane Connor
North West	Sunday Babanumi	Bernadette Miller	Susan Mench
Northern	Andrew Mather	Michelle Jarrett-Ruecroft	Claire Reynolds
Northern Ireland	Vacant	Amanda Smith	Francis Lavery
Scotland	Elsbeth Caithness	Destiny Osunde	Murdo Macleod
South East	Vacancy	Stephen Shouler	Fiona Holley
South West	Beverley Jones	Leonore Newson	Jason Duckworth
Wales	Helen Williams	Billy Nichols	Susan Morgan
West Midlands	Florence Rugara	Phil Cole	Anastasia Nzute
Yorkshire & the Humber	Kirsty Craven	Peter Davis	Karen Harrington

UK Reps Committee Conference Planning Group

Elsbeth Caithness	UK Health and Safety Reps Committee
Fiona Holley	UK Learning Reps Committee
Leonore Newson	UK Stewards Committee
Billy Nichols	UK Stewards Committee
Claire Reynolds	UK Learning Reps Committee
Neil Thompson	UK Stewards Committee

Employment Relations Department

Nicola Clarkson	Learning and Development Facilitator
Alison Goodfield	Learning and Development Facilitator
Deborah Haynes	Learning and Development Facilitator
Gary Kirwan	National Officer Team Leader
Jenny Lillywhite	Representative Support Officer
Dawn Livingston	Learning and Development Facilitator
Kim Sunley	Head of Health, Safety and Wellbeing
George Woods	Associate Director, Activism Academy

Events Management Team

Lindsay Chalfont	Events Organiser
Elizabeth Savage	Events Organiser
Sarah Stephenson	Events and Marketing Administrator

AV Team

R&B Group	https://rbgroup.co.uk/
Stream7	www.stream7.co.uk

Exhibitors

The Royal College of Nursing would like to thank the following for supporting this event.

Name and website
LV= https://www.lv.com/rcn?utm_source=rcn&utm_medium=referral&utm_campaign=lv-editorial&utm_content=get-a-quote
Quilter https://www.quilter.com/rcn/
RCN Law https://www.rcn.org.uk/get-help/legal-help/contact-rcn-law
RCN Library https://www.rcn.org.uk/library/
RCN Member Support Services https://www.rcn.org.uk/Get-Help/Member-support-services
RCN Changemakers https://www.rcn.org.uk/Log-In?returnUrl=%2Frcn-hub%2Frcn-changemaker
RCN Case Management https://learn.rcn.org.uk/course/view.php?id=333 For CMS training contact – liza.brogan@rcn.org.uk
RCN Governance https://www.rcn.org.uk/current-elections https://www.rcn.org.uk/Get-Involved/RCN-awards
RCN Stewards https://www.rcn.org.uk/Professional-Development/publications/rcn-stewards-role-descriptor-a4-leaflet-uk-pub-010-831

RCN Health and Safety Reps

<https://www.rcn.org.uk/Professional-Development/publications/rcn-safety-reps-role-descriptor-a4-leaflet-uk-pub-010-861>

RCN Learning Reps

<https://www.rcn.org.uk/Professional-Development/publications/rcn-learning-reps-role-descriptor-a4-leaflet-uk-pub-010-860>

RCN Activism Academy

<https://www.rcn.org.uk/Get-Involved/Organising-for-Change>

The RCN welcomes sponsorship from the health care industry to deliver educational initiatives and events for the nursing profession. Financial support is accepted where there is clear alignment in objectives and strong grounds that the collaboration will add value to the RCN's educational offer.

The RCN works to ensure that all commercial activity is ethical, mutually beneficial and complies with the Bribery Act and relevant codes of practice e.g. Association of British Pharmaceutical Industries and Association of British Healthcare Industries.

Sponsorship or exhibition led activity does not imply endorsement by the RCN of any products and services displayed by the sponsors or exhibitors at an RCN event.

My conference experience



RCN UK Reps
Conference, 7-8 March
2024 - BRISTOL

Use this sheet to capture a reminder of your conference experience and learning to take back to your workplace. It's a place to note down useful resources, actions to take, and to start building connections with your fellow reps, RCN staff and exhibitors.

<p>Conference highlights</p> <p>What have been your key learning points?</p>	<p>Useful resources</p> <p>Resources and related links to access after the conference.</p>
<p>Actions</p> <p>What 2-3 actions do you plan to take back to your workplace from the conference.</p>	<p>Building connections</p> <p>Note names and contacts to build connections with after the conference.</p>