



RCN UK REPRESENTATIVES SPRING CONFERENCE 2026

Radisson Blu Hotel, Glasgow | 12-13 March 2026 | Programme

Purpose of the Conference

The RCN UK Joint Reps Conference is a great opportunity to meet other reps and Committee Members that you can share ideas with, learn from and find out what is happening in your area. This learning event is for all reps, regardless of experience.

Gain the skills, knowledge and contacts you need to be active in your rep role.

DAY ONE

12.00	Registration, lunch, exhibition and networking During this time there will be information stands and staff available to answer your questions. Members of your UK representative committees and the Trade Union Committee 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.
13.30	Welcome and opening remarks from the Chair Vicky Brotherton, Chair UK Health & Safety Reps Committee
13.40	Welcome to Scotland Martin MacGregor, UK Health & Safety Reps Committee
13.50	Career Progression for Nursing Professor Nicola Ranger, RCN General Secretary & Chief Executive With Q&A
14.20	National Nursing Profiles - roll out and readiness

	<p>Colin Poolman, RCN Scotland Director and Lead for Pay, Terms and Conditions</p> <p>Dawn Elliott, RCN Fair Pay for Nursing Programme Manager, Employment Relations</p> <p>Michelle Woods, RCN Senior National Officer</p> <p>Tobias Kunkel, RCN Trade Union Committee, Steward and Health & Safety Rep, NHS Lothian</p> <p>How developments around national nursing profiles, the new nursing commitments, and job evaluation impact on your role as a rep.</p>
15.45	Break with exhibition viewing
16.15	<p>At the crossroads of risk: what LGBTQ+ identities and nursing roles reveal about workplace abuse</p> <p>Francis Green, Professor of Work and Education Economics</p> <p>Recent national research shows that LGBTQ+ workers and nurses separately face some of the highest risks of workplace abuse. Emeritus Professor of Work and Education Economics Francis Green will provide an overview of findings from a major 2025 report on workplace abuse across the UK which highlighted significantly increased risks faced by LGBTQ+ employees and the disproportionately high exposure among nursing staff. We'll then explore what an intersectional lens reveals for LGBTQ+ nurses, even in the absence of combined datasets. By engaging in round table discussions, participants will help shape practical next steps for RCN activists.</p>
17.05	<p>RCN President's Address</p> <p>Bejoy Sebastian, RCN President</p>
17.20	<p>Closing remarks from the Chair</p> <p>Vicky Brotherton, Chair UK Health & Safety Reps Committee</p>
17.35-18.20	Fringe (Optional) <i>Finnieston</i>

	<p>New RCN EDI networks - how reps can get involved and use them to support their role in the workplace</p> <p>This year, four UK-wide EDI networks will be launched: Global Majority, LGBTQ+, Disabled and Neurodiverse and Women. Come to hear about these and help develop a strategy for how these can strengthen your work as a rep.</p> <p>Safiah Fardin, RCN Activist Engagement Officer Becki Winson, RCN Lead for Activist Communities</p>
19.00	<p>Welcome drink - pick up your complimentary soft drink</p>
19.30	<p>Be seated for Civic Welcome and dinner</p> <p>Civic Welcome by Bailie Marie Garrity, Glasgow City Council</p> <p>Reply to the Civic Welcome by Carmel O'Boyle, Chair of RCN Council</p> <p>Dinner served at 19.50</p>
21.00-21.30	<p>End of dinner</p>

DAY TWO

9.00	<p>Opening remarks from the Chair</p> <p>Phil Cole, Chair UK Learning Reps Committee</p>
9.10	<p>Organising around work-related stress as a collective issue to achieve positive change</p> <p>Leona Cameron, RCN Joint Head of Health, Safety & Wellbeing Mike Hines, RCN Senior National Officer, Health, Safety & Wellbeing Ian Graham, Lead RCN Rep, Northamptonshire Healthcare Foundation Trust</p> <p>To equip all reps with the information and tools they need to raise the issue of work-related stress in their workplace and hold their employer to account for their regulatory duties.</p>
10.00	<p>Avoidable harm</p> <p>Andrew Cooper, Head of Programmes, Employee Wellbeing, Aneurin Bevan NHS Board Kirsty Craven, RCN UK Health and Safety Reps Committee</p> <p>Reducing avoidable employee harm in the application of disciplinary and fitness-to-practice processes</p>
10.50	<p>Refreshment break</p>
11.15	<p>Supporting you to support others: building teams against burnout</p> <p>Becki Winson, Lead for Activist Communities Karen Carberry, Head of Activist Learning & Development</p> <p>How to tackle overworking as a rep by building collective capacity and being part of the rep community.</p>

12.00	<p>Legal Update</p> <p>Jo Galbraith-Marten, Executive Director of Legal and Member Relations, RCN Update on recent Tribunal decisions following the Supreme Court decision in For Women Scotland.</p>
12.30	<p>Lunch and exhibition</p> <p>Time for a lunch break which runs from 12.30-13.15. Visit the exhibition, meet your national committees and RCN staff to ask questions and pick up resources.</p>
13.15	<p>Chair's welcome back</p> <p>Fiona Holley, Chair UK Learning Reps Committee</p>
13.20	<p>Closing Address and Q&A - RCN General Secretary & Chief Executive</p> <p>Professor Nicola Ranger</p>
14.00	<p>Closing remarks from the Chair</p> <p>Phil Cole, Chair UK Stewards Committee</p>
14.05	<p>Conference closes</p>