

# Council's Report to Members on Congress 2022





The Finnieston Crane overlooking the SEC, Glasgow

Royal College of Nursing

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DEBATES • LEARNING • EXHIBITION

**FAIR PAY FOR NURSING**   **SAFE STAFFING SAVES LIVES**



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Voting members arriving at Congress



# Foreword

We came together last year in Glasgow for our first hybrid Congress since 2019.

Since Congress last year, we have seen a great deal of change at the RCN. In the autumn, our NHS members across the UK voted to strike for the first time over pay and safe staffing. This followed the historic ballot and strike in Northern Ireland, in 2019.

Strikes took place in December, with further strikes held in January and February. It was heartening but also sad to see so many of our NHS members take part in strike action for the first time.

- In March, RCN Scotland NHS members voted to accept an improved pay offer made by the Scottish government.
- In March, RCN Wales NHS members rejected an improved offer. Negotiations continued and the Welsh government made a further offer in April. On 10 May 2023, RCN Wales NHS members rejected the revised offer in a ballot and new strike dates were announced for June and July.
- In April, RCN England NHS members rejected the UK government's revised NHS pay offer and strikes were held at the end of April and beginning of May. We are seeking an urgent reopening of pay talks with the UK government. The current mandate expired in early May and members will be asked to vote in the latest ballot which opens on 23 May 2023.

Bruce Carr KC, joined us at Congress last year and gave an update to members on the independent review he had been commissioned to undertake. His report was published in October and our General Secretary & Chief Executive pledged to overhaul the RCN.

An extraordinary general meeting (EGM) was convened by Council on 29 November, where Denise Chaffer, RCN President presented a transformational organisational plan. The implementation of this transformation plan has been incorporated into our new 2023-2027 RCN Strategy. Thank you very much to the 14,000 of you who responded to our survey last summer on what your priorities were for the College to address. Our new Equality, Inclusion and Diversity Strategy will be launched later in 2023.



This report details all the work that has been carried out by RCN members and staff as a result of the decisions made at Congress 2022 in Glasgow.

There were important debates on some really pressing nursing issues that feel larger than ever – considering our experiences over the last 12 months. They include, overworking, financial hardship, long COVID and Agenda for Change.

**Paul Vaughan**  
**Vice Chair of Council**



# RCN Congress 2022

The 53rd meeting of RCN Congress was held from 5-9 June 2022, in Glasgow.

## Present

BJ Waltho (Chair of Congress), Michael Brown (Vice Chair of Congress), the Agenda Committee, RCN Council, Professional Nursing and Trade Union committees and representatives of the RCN Boards, Branches, RCN UK Forums, the RCN Nursing Support Workers Committee, the RCN UK Stewards, Safety and Learning Representatives' Committees and the RCN Students Committee.

### **A. Welcome and Introduction from the Chair of Congress**

The chair welcomed delegates to Congress.

### **B. Reports of the Agenda Committee**

Congress received reports from the Agenda Committee meetings held since the previous meeting of Congress. During Congress, verbal reports of the Agenda Committee were received.

The emergency resolutions recommended and agreed for inclusion on the Congress agenda are featured in this report, as are two matters for discussion which have been included due to their importance.

### **C. Resolutions and Matters for Discussion**

Resolutions (R), Matters for Discussion (MfD) and Emergency Items (E) are listed in the order they were taken on the agenda.

With the exception of items 1 (Protecting the title 'nurse') and 22 (to review RCN's position statement on assisted dying) votes on resolutions were conducted by a show of hands.



1. **Protecting the title ‘nurse’ (R)**  
That this meeting of RCN Congress calls on RCN Council to lobby legislators to protect the title ‘nurse’ in the UK.  
This resolution was passed.
2. **Nursing leadership (R)**  
That this meeting of RCN Congress asks RCN Council to lobby all governments across the UK to recognise and champion the contribution and impact of nurse leadership at all levels, from the bedside to the boardroom, as demonstrated during the COVID-19 pandemic.  
This resolution was passed.
3. **Financial hardship (MfD)**  
That this meeting of RCN Congress discusses the role of nursing in addressing financial hardship and poverty.
4. **Overworking (R)**  
That this meeting of RCN Congress urges RCN Council to investigate the impact on the health and wellbeing of members working over their shift or contracted hours.  
This resolution was passed.
5. **Safe staffing (MfD)**  
That this meeting of RCN Congress discusses the successes and impact of the RCN *Staffing for Safe and Effective Care* campaign.
6. **Location for care (MfD)**  
That this meeting of RCN Congress discusses the appropriate location for care.

**Emergency item – Conversion therapy (R)**

That this meeting of RCN Congress calls on RCN Council to campaign for a ban on conversion therapy across all four countries of the UK.  
This resolution was passed.

7. **Health ability passports (R)**  
That this meeting of RCN Congress asks RCN Council to lobby the UK government to make health ability passports compulsory for the nursing workforce.  
This resolution was passed.
8. **COVID-19 (MfD)**  
That this meeting of RCN Congress discusses the impact of COVID-19 on the nursing workforce.
9. **Long COVID (R)**  
That this meeting of RCN Congress asks RCN Council to campaign for nursing staff with long COVID to receive equitable and effective support.  
This resolution was passed.
10. **Inequality (R)**  
Congress agreed to change this matter for discussion to a resolution. The final wording is: That this meeting of RCN Congress asks RCN Council to lobby all health and social care providers and education institutions to account for the inequalities in the diagnosis and treatment of ethnically diverse people. This resolution was passed.



**11. Ethical overseas recruitment (R)**

That this meeting of RCN Congress urges RCN Council to lobby employers to formulate human resource policies for ethical overseas recruitment of nursing staff, with transparent terms and conditions of employment.

This resolution was passed.

**12. Workforce (MfD)**

That this meeting of RCN Congress discusses how the RCN can influence health sector employers to shift their culture of managing their nursing workforce as a cost centre rather than the core service delivering the key component of their business.

**13. Agenda for Change (R)**

That this meeting of RCN Congress calls on RCN Council to conduct an immediate review of Agenda for Change to establish whether it is fit for purpose.

This resolution was passed.

**14. Access to care (MfD)**

That this meeting of RCN Congress discusses the difficulties that transgender, gender non-binary and gender diverse individuals can face in accessing care and treatment.

**15. Safe injecting facilities (R)**

That this meeting of RCN Congress calls on RCN Council to lobby UK government to support the introduction of safer injecting facilities across the UK.

This resolution was passed.

**16. Digital consultations (MfD)**

That this meeting of RCN Congress discusses the impact of digital consultations on nursing and health care.

**Emergency item – Northern Ireland Executive and Assembly (R)**

RCN Congress calls for all political parties, alongside the UK government, to commit to the immediate formation of a fully-functioning Northern Ireland Executive and Assembly to address the escalating crisis within nursing and the wider health and social care system.

This resolution was passed.

**17. Digital leadership (R)**

That this meeting of RCN Congress calls on RCN Council to show support for introducing and embedding clinical digital leadership roles across the health and social care sectors.

This resolution was passed.

**Emergency item – Member engagement (MfD)**

This meeting of RCN Congress debates how we engage the widest possible number of members in mapping the future of our College.

**18. Future nurse standards (MfD)**

That this meeting of RCN Congress reflects on the impact of the NMC's Future Nurse Standards on mental health nurse education across the UK.



**19. Supernumerary status (R)**

That this meeting of RCN Congress asks RCN Council to lobby for the protection of supernumerary status for nursing students.  
This resolution was passed.

**20. Compassion fatigue (MfD)**

That this meeting of RCN Congress discusses if there should be increased awareness of compassion fatigue, and its potential impact, not only on the delivery of patient care but also on leadership within the workforce.

**21. Overseas nurses (R)**

That this meeting of RCN Congress calls on RCN Council to produce a strategy for the recognition of the skills and the development needs of overseas nurses coming to work in the UK, and how they might be better supported.  
This resolution was passed.

**Emergency item – Modern Bill of Rights (R)**

This meeting of RCN Congress calls on RCN Council to lobby the UK government regarding their announced modern Bill of Rights, ensuring it protects individuals' right to health, patient safety, and our professional nursing standards.  
This resolution was passed.

**22. Assisted dying (R)**

That this meeting of RCN Congress asks RCN Council to review the 2014 RCN position statement on assisted dying.  
This resolution was passed.

**Emergency item – Message to UK government on inaction**

That this meeting of RCN Congress sends a clear message to Boris Johnson and the UK government ahead of the forthcoming debate in parliament that inaction, stalling and platitudes surrounding the current nursing staffing crisis will not be tolerated.  
This resolution was passed.

**23. Prison nursing (MfD)**

That this meeting of RCN Congress discusses the impact of prisoners' complex health needs on prison nursing.

**24. Intergenerational fairness (MfD)**

That this meeting of RCN Congress discusses intergenerational fairness and its relevance to, and impact on, nurses and nursing.

# Protecting the title 'nurse'

<b>Submitting Entity:</b>	RCN Nurses in Management and Leadership Forum
<b>Proposer:</b>	Sally Bassett
<b>Seconder:</b>	Jess Davidson
<b>Allocated Committee:</b>	Professional Nursing Committee
<b>Committee Member:</b>	Paul Trevatt
<b>Council Representative:</b>	Michael Appleby (until November 2022)
<b>Executive Team Lead:</b>	Nicola Ranger, Director of Nursing
<b>Staff Lead:</b>	Antonia Borneo, Head of Policy and Public Affairs



## You said

That this meeting of RCN Congress calls on RCN Council to lobby legislators to protect the title 'nurse' in the UK.

## Key message

The RCN will build and drive momentum for this work through member education and engagement, as part of the wider leadership on nursing regulation reform.

## Agreed scope of the project

Due to the extended external timeframe for lobbying for legislation to protect the title of nurse, it has been agreed that the scope of the project needs to be wider to incorporate member engagement, education, and professional nursing regulation, to maintain momentum. The project is dependent upon the RCN's work to define nursing but does not include this.

## Activities

- The Professional Nursing Committee was identified to provide the governance lead for this item. Paul Trevatt, as the member lead, worked in partnership with the submitting entities and the Nursing and Policy and Public Affairs departments to identify next steps and actions.
- In advance of lobbying for legislation, the RCN, led by the Professional Nursing Committee, has agreed its definition of the registered nurse.
- It has recently been established that the planned update to the Nursing and Midwifery Council (NMC) legislation will be delayed until 2025 and possibly beyond, depending on the political landscape.
- The RCN will agree a member engagement and positioning approach around professional nursing regulatory reforms. Details will be shared with members later in 2023.
- The Nursing Department is set to lead a task and finish group to take this forward.

## Impact

This will be realised upon securing legislative protection via NMC legislation reform, scheduled for 2025.



# Nursing leadership

<b>Submitting Entity:</b>	Wales Board
<b>Proposer:</b>	Steve Watson
<b>Seconder:</b>	Sally Bassett
<b>Allocated Committee:</b>	Professional Nursing Committee
<b>Committee Member:</b>	Mary Codling
<b>Council Representative:</b>	Richard Jones and Denise Chaffer (until December 2022) Steve Watson (from January 2023)
<b>Executive Team Lead:</b>	Nicola Ranger, Director of Nursing
<b>Staff Lead:</b>	Sharon Black, Professional Lead



## You said

**That this meeting of RCN Congress asks RCN Council to lobby all governments across the UK to recognise and champion the contribution and impact of nurse leadership at all levels, from the bedside to the boardroom, as demonstrated during the COVID-19 pandemic.**

## Key message

Through industrial action, the RCN has been lobbying all UK governments to recognise the contribution of nursing across the board, including nursing leadership. The RCN has been clear that there should be a defined vision at chief nursing officer level within every government in the UK.

## Agreed scope of the project

To develop a policy position based on a gap analysis and current evidence.

## Activities

To engage the Leadership and Management Forum further in this work.

The RCN Leadership Academy will be part of the RCN Institute and will lead the delivery of this work and activity to develop, support and champion nursing leadership at all levels.



## Impact

RCN members will be engaged to help develop this work further.

# Financial hardship (matter for discussion)

<b>Submitting Entity:</b>	RCN Public Health Forum
<b>Proposer:</b>	Jason Warriner
<b>Allocated Committee:</b>	Trade Union Committee
<b>Committee Member:</b>	Dennis Greer
<b>Council Representative:</b>	Rod Thomson (until October 2022) Maggie Heaton (from October 2022)
<b>Executive Team Lead:</b>	Nicola Ranger, Director of Nursing
<b>Staff Lead:</b>	Helen Donovan, Professional Lead



You said

**That this meeting of RCN Congress discusses the role of nursing in addressing financial hardship and poverty.**

## Activities

- The RCN has supported the Office for Health Improvement (OHID) nursing team at the Department of Health and Social Care (DHSC) with a resource linked to the All our Health population health resource. This is designed for use across the UK.
- The Public Health Forum and RCN staff have worked with external stakeholders, including the Money and Pensions Service ([maps.org.uk](https://maps.org.uk)) at OHID.
- The Financial wellbeing: applying *All Our Health* resource is now available online. It provides useful resources and information to support health care practitioners with their patients and clients. There is a corresponding health resource for financial wellbeing available from the *All Our Health* e-learning for health portal. These resources are applicable across the UK.

## Status

Completed.



# Overworking

<b>Submitting Entity:</b>	RCN North Central London Branch
<b>Proposer:</b>	James Gordon Blair
<b>Seconder:</b>	Carmel O'Boyle
<b>Allocated Committee:</b>	Trade Union Committee
<b>Committee Members:</b>	Liz Jeremiah and Roaqah Shafer
<b>Council Representative:</b>	Carol Popplestone
<b>Executive Team Lead:</b>	Jo Galbraith-Marten, Director of Legal and Member Relations
<b>Staff Lead:</b>	Leona Cameron, Head of Health, Safety and Wellbeing



## You said

That this meeting of RCN Congress urges RCN Council to investigate the impact on the health and wellbeing of members working over their shift or contracted hours.

## Key message

Overworking can have a detrimental effect on the physical and psychological health of the nursing workforce.

## Activities

- The *Raising Concerns Toolkit* was produced to help members to decide when, if and how to escalate concerns.
- Publication of *Work-related Stress* - a pocket guide for RCN reps.
- A new RCN health and safety launch page was published which covers overworking issues

## Status

Incorporated into existing RCN activity.

It was agreed with the proposer and the Professional Nursing and Trade Union committees that this is an ongoing priority for the RCN and would be incorporated into existing workstreams. More details on RCN resources are available at [rcn.org.uk](https://www.rcn.org.uk)

## Impact

The RCN will continue to raise awareness in this area, including the priority of campaigning for safe and effective staffing across the sector and greater investment in health care by the UK government.

# Health ability passports

<b>Submitting Entity:</b>	RCN Eastern Board
<b>Proposer:</b>	Natalie Brooks
<b>Seconder:</b>	Ian Graham
<b>Allocated Committee:</b>	Trade Union Committee
<b>Committee Member:</b>	Sharon Osborne
<b>Council Representative:</b>	Andy Roy (until December 2022)
<b>Executive Team Lead:</b>	Jo Galbraith-Marten, Director of Legal and Member Relations
<b>Staff Lead:</b>	Leona Cameron, Head of Health, Safety and Wellbeing



## You said

**That this meeting of Congress asks for the RCN to actively promote and encourage the use of health ability passports for the nursing workforce across all health care sectors (new title agreed 5 August 2022). Previous title: “That this meeting of RCN Congress asks RCN Council to lobby the UK government to make health ability passports compulsory for the nursing workforce.**

## Key message

**Promoting the use of health ability passports by health care employers across the UK can improve the work experience of tens of thousands of health workers with disabilities and/or health needs. This in turn benefits the patients and clients they look after.**

## Activities

An action plan was developed in consultation with the submitter, which included:

- developing links to ‘health ability passports’ from associated areas of the RCN website
- running a social media campaign
- an article in *RCN Bulletin* or *Activate* magazines
- a case study where health ability passports have been used to positive affect
- promotion of our resources within the NHS, non-NHS and independent sectors
- agreement with NHS employers to signpost to RCN health ability passport resources
- production of a leaflet on the available resources for reps to share with members and employers.

## Status

Work is ongoing.



## Impact

- Greater awareness and use of health ability passports.
- Making reasonable adjustments in the workplace removes disabling barriers and supports workers with disabilities, health conditions and those who are neurodiverse, to have equality of opportunity.
- Adjustments can include equipment and changes to the physical environment, as well as coaching, awareness training for teams, altered working hours, amendments to policies and processes, and anything else that is reasonable.



# Long COVID

<b>Submitting Entity:</b>	RCN Nurses in Management and Leadership Forum
<b>Proposer:</b>	Paul Jebb (on behalf of Alison Twycross – member with lived experience)
<b>Seconded:</b>	Denise Kelly
<b>Allocated Committees:</b>	Professional Nursing Committee and Trade Union Committee
<b>Committee Members:</b>	Sally Young (Professional Nursing Committee) Emma Hallam (Trade Union Committee)
<b>Council Representative:</b>	Rod Thomson (until October 2022) Mel Kerr (October-December 2022)
<b>Executive Team Lead:</b>	Jo Galbraith-Marten, Director of Legal and Member Relations
<b>Staff Lead:</b>	Leona Cameron, Head of Health, Safety and Wellbeing



## You said

**That this meeting of RCN Congress asks RCN Council to campaign for nursing staff with long COVID to receive equitable and effective support.**

## Key message

**Members living with long COVID should receive equitable and effective support including raising awareness of the condition, and the provision of readily accessible and relevant information.**

## Agreed scope of the project


- To bring together all relevant information for members, including:
  - what long COVID is
  - how it can affect individuals
  - when long COVID can be deemed a disability
  - the support available (including careers advice, legal, employment (including redeployment), peer support, benefits, etc)
  - being able to stay in employment
  - updates related to the prescription of long COVID as an occupational disease.
- Identify where additional resources are required and develop these collaboratively.
- To promote the lived experience of our members with long COVID, to further understand where employers' policies and procedures fall short in supporting members with long COVID and what effective support can achieve.
- Resource for reps to enable them to support members with long COVID and advocate on their behalf.
- Resource for managers, which includes information on phased return to work, reasonable adjustments and flexible working.



## Activities

- Task and finish group convened and included members with lived experience and staff representation across the four countries.
- Three working groups have been developed, leading on:
  - an RCN launch page and member resources
  - a reps resource to support members with long COVID to advocate on their behalf
  - a manager's resource, including phased return to work, reasonable adjustments and flexible working information.

## Impact



Create greater visibility, support and access to resources for members living with long COVID, reps and managers; by bringing together existing resources, reviewing, updating, improving accessibility and publishing new resources where identified. This will include what long COVID is, how it can affect individuals, when long COVID can be deemed as a disability, the support available (including careers advice, legal, employment (including redeployment), peer support, benefits, etc), being able to stay in employment, and updates related to the prescription of long COVID as an occupational disease.



Delegate in the main hall wearing an RCN face mask

# Inequality

<b>Submitting Entity:</b>	RCN South East Board
<b>Proposer:</b>	Ali Upton
<b>Seconder:</b>	Alison Stoneham
<b>Allocated Committee:</b>	Professional Nursing Committee
<b>Committee Member:</b>	Tim Grace
<b>Council Representative:</b>	Richard Jones (until December 2022)
<b>Executive Team Lead:</b>	Davinder Viridi, Chief Operating Officer
<b>Staff Lead:</b>	Christine McKenzie, Professional Lead



## You said

**That this meeting of RCN Congress asks RCN Council to lobby all health and social care providers and education institutions to account for the inequalities in the diagnosis and treatment of ethnically diverse people.**

## Key messages

- Continue this resolution work in 2023, with a clear programme plan which will be developed from the evidence review.
- Refine the resolution to enable exploratory evidence review.
- Develop a resource list for good practice for the RCN website.
- Work with the devolved nations stakeholders and RCN staff to deliver the work.
- Develop impact markers to ensure the work is evaluated.

## Agreed scope of the project

- Agree on the wording of the resolution – completed.
- Agree on what a good outcome will be – included in activities.

## Activities

- April/May – Literature review undertaken to capture good practice.
- This work will be presented at the RCN Education Conference to gather intelligence on what higher education institutions are doing to make their programmes inclusive.
- June – The RCN will meet with the NMC to see how this work can be integrated into their anti-racist work and future nursing standards. The RCN will approach the Council of Deans to gauge and learn what initiatives they are taking to ensure the student programmes are inclusive.
- September – Using this evidence, the RCN will produce a summary of good practice in relation to inclusion. The RCN will ask the NMC to align this important work with the revision of the NMC Code, and the nursing standards – as they are revised and/or further developed.

## Status

Work is ongoing.

## Impact

- The RCN will work with stakeholders and the Council of Deans to influence the development of inclusive education for pre and post registration UK students.
- The RCN will influence the development of nursing curriculums that are inclusive and develop skills, knowledge, competence, and capability to care for patients/clients who are from diverse backgrounds. This will ensure that when caring for patients in practice, nurses and students are confident about differences that may be both visible and invisible and respond accordingly with culturally sensitive nursing practice.
- The RCN will work with organisations to improve access to resources that are inclusive of the protected characteristics, and impact on how organisations care for ethnically diverse patients, clients or service users.
- Support the use of validated tools, such as social graces (Burnham, 1992), to provide opportunities for all nursing students to develop a sense of what they know about the protected characteristics and culture.
- RCN curriculums and delivery will include equality, diversity, inclusion and belonging.

The RCN's involvement in this work will ensure we are committed to influencing best practice for inequalities and inclusion within student nurse programmes, as well as influencing diversity and difference throughout the profession.



Speaker Zeba Arif  
debating inequality



# Ethical overseas recruitment

<b>Submitting Entity:</b>	RCN Outer North West London Branch
<b>Proposer:</b>	Zeba Arif
<b>Seconder:</b>	Jackie Marshall
<b>Allocated Committees:</b>	International Committee, Professional Nursing Committee, and Trade Union Committee
<b>Committee Members:</b>	Denise Chaffer (International Committee), Carolyn Middleton (Professional Nursing Committee) and Toby Kunkel (Trade Union Committee)
<b>Council Representative:</b>	Geoff Earl/Denise Chaffer (until December 2022)
<b>Executive Team Lead:</b>	Jo Galbraith-Marten, Director of Legal and Member Relations
<b>Staff Lead:</b>	Brian Morton, Associate Director of Employment Relations



## You said

**That this meeting of RCN Congress urges RCN Council to lobby employers to formulate human resource policies for ethical overseas recruitment of nursing staff, with transparent terms and conditions of employment.**

## Key message

The RCN has focussed on highlighting and challenging unethical international recruitment practices and has secured several key policy changes to benefit internationally recruited staff. The aims of the Congress item continue to be a priority for the RCN and this work will continue beyond Congress.

## Agreed scope of the project

It was agreed that the RCN would lobby on unethical international recruitment practices. The overseas recruitment item has been integrated into existing workplans and workstreams focussed on ethical international recruitment.

## Activities

### Work already undertaken:

- the RCN participated and secured key changes, such as guiding principles on repayment clauses in the updated Code of Practice, published by the Department of Health and Social Care (DHSC) in August 2022
- the RCN has a central role in developing external coalition messaging as a member of the Cavendish Coalition
- the RCN calls for UK government to adhere to World Health Organization (WHO) guidance on ethical recruitment

- the RCN submitted evidence to the Health and Care Select Committee inquiry into the social care workforce on the use of excessive repayment clauses. As a result, the committee made clear recommendations to end the practice of such clauses
- the RCN has engaged with the Recruitment and Employment Confederation (REC), and with independent health care employers.

#### **Work planned:**

- the RCN will submit evidence on unethical recruitment practices in the WHO's next Independent Stakeholder Reporting round in 2024
- RCN Assurance Criteria for Ethical International Recruitment of Nursing Workforce has been developed. Publication is due ahead of Congress 2023
- a new RCN report on issues surrounding international recruitment is being drafted and due to be released ahead of Congress 2023
- a new RCN advice guide was launched in June 2022 and further work is already underway to update the RCN's Internationally Recruited Nurses (IRN) Handbook. A digital version is intended to be available by December 2023
- a diaspora listening event took place in April 2023 to gather further insights into international educated nurses' experiences.

#### **Ongoing work:**


- the RCN will continue to support individual members to challenge unethical international recruitment practices, such as the use of excessive repayment clauses
- the RCN will continue to raise issues of unethical international recruitment across government departments, within our international alliances, and within the press – where appropriate
- the RCN will continue to work within NHS Staff Council to raise issues of unethical international recruitment.

## **Status**

Completed.

However, this work will continue beyond Congress 2023 as the RCN remains committed to monitoring and calling for an end to unethical international recruitment practices.

## **Impact**



The RCN has worked to secure key changes to the UK's Code of Practice for international recruitment of health personnel. Key changes include guiding principles on the use of repayment clauses; a requirement for recruiters to inform staff of their employment rights and issues surrounding family visas; and signposting to relevant trade unions and diaspora groups.

# Agenda for Change

<b>Submitting Entity:</b>	RCN Greater Liverpool and Knowsley Branch
<b>Proposer:</b>	Adrian Williams
<b>Seconder:</b>	Graham Revie
<b>Allocated Committee:</b>	Trade Union Committee
<b>Committee Members:</b>	Anne Penny and Sharon Osborne
<b>Council Representative:</b>	Evan Keir (until December 2022)/Maggie Heaton
<b>Executive Team Lead:</b>	Colin Poolman, Director, RCN Scotland
<b>Staff Lead:</b>	Brian Morton, Associate Director, Employment Relations

## You said



**That this meeting of RCN Congress calls on RCN Council to conduct an immediate review of Agenda for Change (AfC) to establish whether it is fit for purpose.**

## Key message

The RCN is delivering on challenging and changing the NHS (AfC) system to improve the benefits for nursing staff. There is significant ongoing activity to improve the NHS (AfC) system, which the RCN is driving.

## Agreed scope of the project

The NHS terms and conditions of service (Agenda for Change – AfC) comprise a range of aspects including: pay scales, the NHS Job Evaluation Scheme, occupational maternity pay, occupational sick pay, annual leave and mileage allowances.

The RCN has extensively campaigned for improvements in the application of the current NHS (AfC) system across the UK, to ensure it remains contemporary and fit for purpose and will continue to do so.

## Activities

- Significant member engagement through the *Fair Pay for Nursing* campaign.
- Trade disputes and negotiations across the UK - to negotiate pay, terms and conditions to ensure the value of nursing is recognised.
- Utilising the opportunities and working within the context of devolution in relation to divergence across the UK on NHS pay, terms and conditions.
- Significant success in securing and submitting evidence to a review of all national nursing profiles within the NHS Job Evaluation Scheme, through the NHS Job Evaluation Group (JEG) of NHS Staff Council.
- The RCN engaged with the NHS Staff Council, as part of the process, to secure a formal mandate from the UK government for a review of the system used to determine the NHS mileage allowance rates.



- The RCN engaged in NHS Staff Council work to review annual leave payments (following the Flowers legal case). Activity on raising awareness for RCN members, representatives and staff was delivered by 31 October 2022.
- The RCN continues to engage with the NHS Staff Council and various staff council sub-groups to review and influence the implementation of the NHS terms and conditions.
- Continuing the significant activity of the RCN *Fair Pay for Nursing* campaign, including disputes (where necessary and appropriate), across the UK to improve nursing pay and pay progression.
- As part of the recent pay negotiations in England, the UK government committed to “address the specific challenges faced by nursing staff in terms of recruitment, retention and professional development”. The government committed to “working with NHS Employers and unions – including the RCN – to improve opportunities for nursing career progression”. The Secretary of State for Health and Social Care confirmed that “this work will involve: how to take account of the changing responsibilities of nursing staff; and the design and implementation issues, including scope of a separate pay spine for nursing staff exclusively”. Following the rejection of the offer by members, the RCN will continue to push for an improved offer that ensures a system that properly and fairly rewards nursing.
- Secured a review of elements of AfC within the pay settlement in NHS Scotland, including the review of all band 5 nursing roles.

## To be actioned

- Continued progression of the live trade disputes within England, Wales and Northern Ireland, relating to AfC.
- Deliver the review of AfC within NHS Scotland.
- Ongoing engagement with NHS Staff Council Job Evaluation Group in relation to the RCN evidence submitted for the review of nursing profiles. Timescale for JEG review: during 2023 and into 2024.
- NHS Staff Council has sought a formal remit from UK government and the Department of Health and Social Care to review the NHS (AfC) mileage allowance rates and processes. The RCN are continuing to pursue the review of the NHS mileage allowances system.
- Commenced activity to explore the extent of how AfC terms and conditions are applied equally across protected characteristics, across all areas of the NHS.
- Continue to engage with governments and decision makers across the UK in relation to implementing agreements reached through negotiations and/or talks to deliver the reviews of nursing job descriptions and profiles, improved nursing career and pay progression, and a potential separate NHS pay spine for nursing staff.

## Impact

**Improving the pay, terms and conditions of the NHS nursing workforce across the UK, including recognising the value of nursing with appropriate career and pay progression.**

# Safe injecting facilities

<b>Submitting Entity:</b>	RCN Public Health Forum
<b>Proposer:</b>	Jason Warriner
<b>Seconder:</b>	Greg Usrey
<b>Allocated Committee:</b>	Professional Nursing Committee
<b>Committee Member:</b>	Martha Gill
<b>Council Representative:</b>	Geoff Earl (until December 2022)
<b>Executive Team Lead:</b>	Antonia Borneo, Head of Policy and Public Affairs
<b>Staff Lead:</b>	Dom Trendall, Public Affairs Adviser



## You said

That this meeting of RCN Congress calls on RCN Council to lobby UK government to support the introduction of safer injecting facilities across the UK.

## Key message

The RCN has used this opportunity and widened the scope to take the four-country approach that each UK nation should introduce these sites.

## Agreed scope of the project

It was agreed the RCN would lobby all four UK countries, rather than asking UK government to impose policy on all jurisdictions across the UK.

## Activities

A working group, of RCN staff and members, has agreed plans for top line lobbying and focusing on proactively using RCN influence to ensure this is a topic that gets debated in legislatures across the UK. It has also committed to monitor any developments, especially in relation to developments in Scotland, and proactively assist colleagues with this.

The Congress resolution focussed on UK government – however, the RCN is taking a four-country approach that each UK nation should introduce safer injections sites.

- Scotland is more advanced on this topic than rest of UK in terms of external policy development. The RCN has provided a briefing for MSPs on the Private Members Bill (PMB) as it made its way through the Scottish Parliament.
- Wales and Northern Ireland – The Northern Ireland Assembly is not currently sitting, and the Welsh Parliament have not proposed any model of safer injection sites, nor is there any relevant bill before the Senedd.
- UK government (England) – Currently there is no legislative avenue in which to lobby on this issue. Therefore, the team are working to identify opportunities for intervention over the next six months where they can influence the debate. This includes planning for securing parliamentary questions and potentially a short debate.

## Status

Work is ongoing.

# Digital leadership

<b>Submitting Entity:</b>	RCN eHealth Forum
<b>Proposer:</b>	Sam Neville
<b>Seconder:</b>	Paul Jebb
<b>Allocated Committee:</b>	Professional Nursing Committee
<b>Committee Member:</b>	Fiona Sommerville
<b>Council Representative:</b>	Mel Kerr (until December 2022)
<b>Executive Team Lead:</b>	Nicola Ranger, Director of Nursing
<b>Staff Lead:</b>	Lisa Elliott, Deputy Director of Nursing



## You said

That this meeting of RCN Congress calls on RCN Council to show support for introducing and embedding clinical digital leadership roles across the health and social care sectors.

## Key message

The RCN continues to show commitment to digital leadership through engagement and proactive identification of opportunities for influence.

## Agreed scope of the project

- Ensure RCN representation on NHS England Digital Advisory Board, engage with the NHS England Chief Nursing Information Officer (CNIO) and develop potential areas for collaboration.
- Collaborative development of a CNIO competency framework identified as a key area of influence.
- Consideration of high level digital-related competencies to be included as part of the current work on the Professional Framework – Levels of Practice Workstream.

## Activities

- The RCN now has regular representation on the NHS England Digital Advisory Board, which has representation from health and social care and regular meetings are now being held between the NHS England CNIO and Nicola Ranger, Director of Nursing for the RCN.
- We are currently exploring potential opportunities to collaborate with existing four-country digital leadership educational awards to expand that across our educational offer.
- There is now representation by the eHealth Forum on the Professional Framework – Levels of Practice Workstream.
- The RCN is awaiting publication of the Phillips-Ives review recommendations, which members of the eHealth Forum have engaged with. The forum will be actively involved in identifying specific opportunities of influence within the recommendations for the RCN.
- Following publication of these recommendations, the RCN will work collaboratively with other organisations to develop a CNIO competency framework.



## Impact

Post Congress there will be continued representation at senior level on national digital advisory boards. Collaborative development of a competency framework will provide members with a minimum standard of requirements for a CNIO role, with capability frameworks that reflect nationally recognisable levels of capability. Assessing potential educational and leadership opportunities will allow for further development of our digital offer.



Denise Chaffer with Pat Cullen RCN General Secretary & Chief Executive

# Supernumerary status

<b>Submitting Entity:</b>	RCN Students Committee
<b>Proposer:</b>	Lucy Hayes, Former Chair of RCN Students Committee (2022)
<b>Seconder:</b>	Tracey Risebrow
<b>Allocated Committee:</b>	Students Committee
<b>Committee Member:</b>	Shaun Williams
<b>Council Representative:</b>	Shaun Williams (until November 2022)
<b>Executive Team Lead:</b>	Nicola Ranger, Director of Nursing
<b>Staff Lead:</b>	Rachel Wood, Professional Lead



## You said

That this meeting of RCN Congress asks RCN Council to lobby for the protection of supernumerary status for nursing students.

## Key message

This is an important project and will be completed in 2023. The project outcomes will result in a clear RCN position and policy around the protection of supernumerary status and afford opportunity for influencing the decision makers and other partners.

## Agreed scope of the project

- Empower student members to report their concerns when supernumerary status is compromised.
  - Develop workforce standards to highlight those which are specific to student placements.
  - Develop a tool which students can use to assess the quality of the placement and identify any concerns.
- Produce qualitative and quantitative evidence to demonstrate a correlation with compromised supernumerary status and student recruitment and retention.
  - Use Sensemaker to collect data on the above issue and connect this to the student branch of the *Staffing for Safe and Effective Care* campaign.
- Produce qualitative and quantitative evidence to demonstrate a correlation with protected time for nursing staff to support students on placement.
  - Use Sensemaker to collect data on the above issue and connect this to the student branch of the *Staffing for Safe and Effective Care* campaign.
- Use the evidence to inform RCN positioning and policy on this issue and to use this to influence external decision makers and stakeholders.



## Activities

- An action plan for implementing the resolution has been agreed.
- The literature review, looking at the impact of lack of supernumerary status, is complete.
- A student's version of the RCN's raising concerns guidance/algorithm is being developed.

## Impact



The project outcomes will offer student members the resources to make informed assessments of the quality of clinical placements. The RCN tool will support them to raise these concerns correctly. Resources and guidance developed as a result of this work will support students to work with their universities/approved education institutes (AEIs) to challenge and make suggestions for improvements.





# Overseas nurses

<b>Submitting Entity:</b>	RCN Essex Branch
<b>Proposer:</b>	Charlotte Collings
<b>Seconded:</b>	Greg Usrey
<b>Allocated Committees:</b>	Trade Union Committee and Professional Nursing Committee
<b>Committee Members:</b>	Toby Kunkel (Trade Union Committee) and Carolyn Middleton (Professional Nurse Committee)
<b>Council Representative:</b>	Andy Roy (until December 2022)/Tracey Budding
<b>Executive Team Lead:</b>	Nicola Ranger, Director of Nursing
<b>Staff Lead:</b>	Nichola Ashby, Deputy Director of Nursing



## You said

**That this meeting of RCN Congress calls on RCN Council to produce a strategy for the recognition of the skills and the development needs of overseas nurses coming to work in the UK, and how they might be better supported.**

## Key message

**The Royal College of Nursing will announce the development of the Academy of International Nursing through the RCN Institute of Nursing, at Congress 2023.**

## Agreed scope of the project

To undertake work to develop a business case for an RCN international nursing strategy, which includes workforce, education and support needs. The development of the Academy of International Nursing will address this.

## Activities

### Key messages

- There has been a UK audit of current RCN events and webinars offered to internationally educated nurses.
- Stakeholder meetings held with NHS England and deputy chief nurse and lead for the England international nurse programme. The RCN now has representation on the NHS England Nursing International Recruitment Advisory Group.
- The RCN international nurses landing page and toolkit continue to be modified; and videos of four international nurses are being recorded.
- The International Nurse Handbook is being developed for an online version.
- A listening event took place in April with the diaspora groups.
- A UK event was held at RCN HQ, attended by diaspora groups, internationally educated nurses and strategic UK leads, to present best practices around ethical recruitment and retention.

- Research was commissioned with internationally educated nurses exploring their experiences.
- Development of an Internationally Educated Nurse Handbook and 12 webinars aimed at internationally educated nurses with diaspora groups and members.
- Meetings with ethical recruitment campaign groups exploring future policy and influencing work plans.
- Planning has commenced for the new Academy of International Nursing.

## Status

Completed.

## Impact

The development of an Academy for International Nursing will ensure the RCN develops their leadership to influence UK and international policy, professional development, activism and workforce.



Keynote speaker Jim Buchan addressing Congress delegates

# Assisted dying

<b>Submitting Entity:</b>	RCN Wales Board
<b>Proposer:</b>	Susan Williams
<b>Seconder:</b>	Kevin Morley
<b>Allocated Committee:</b>	Professional Nursing Committee
<b>Committee Member:</b>	Colin Baker
<b>Council Representative:</b>	Geoff Earl/Denise Chaffer (until December 2022)
<b>Executive Team Lead:</b>	Nicola Ranger, Director of Nursing
<b>Staff Lead:</b>	Carrie Doyle, Professional Lead

## “ You said

That this meeting of RCN Congress asks RCN Council to review the 2014 RCN position statement on assisted dying.

### Key message

We believe that the current position remains valid for the RCN. However, if there is any change in current legislation, meaningful engagement with members about the change will be undertaken. There is currently no timeframe for any changes in legislation.

### Agreed scope of the project

To review the current Royal College of Nursing position statement on assisted dying.

### Activities

A four-country task and finish group of staff and members (including the Pain and Palliative Care Forum) has reviewed the RCN's current position statement. The group agreed that the current position, in relation to assisted dying for people who have a terminal illness, continued to reflect our members differing views on this issue. Therefore, at this stage, the group agreed the position statement did not need to be revised.

### Impact

Should current legislation change, we will work with our members and the NMC on any issues that would relate directly or indirectly to the role of the nurse or nursing practice.

# Conversion therapy (emergency resolution)

<b>Submitting Entity:</b>	RCN Public Health Forum
<b>Proposer:</b>	Jason Warriner
<b>Seconder:</b>	Rachael Ridley
<b>Allocated Committee:</b>	Professional Nursing Committee
<b>Committee Member:</b>	Ray McMorrow
<b>Council Representative:</b>	Mel Kerr / Andy Roy (until December 2022)
<b>Executive Team:</b>	Davinder Viridi, Chief Operating Officer
<b>Staff Lead:</b>	Liam Beattie, Public Affairs Adviser



## You said

**That this meeting of RCN Congress calls on RCN Council to campaign for a ban on conversion therapy across all four countries of the UK.**

## Key message

In the last eight months, there have been considerable changes in conversion therapy policy positioning by the UK government. This has been primarily due to the changes in prime ministers in this period. We now have commitment from the current administration that draft legislation will be introduced to the UK parliament. The coming months will provide an opportunity for the RCN to campaign for legislative change in England to secure a LGBTQ+ inclusive conversion therapy ban. It is recommended this Congress item is rolled over for the coming year to take advantage of the opportunity to influence the draft legislation and eventually the government bill.

## Agreed scope of the project

To campaign for a ban on conversion therapy across all four countries of the UK. Within the UK Public Affairs Team, this focused on the UK government's plans to ban conversion therapy practices in England and Wales. In 2022, the media reported that the UK government planned to exclude trans people from the ban, resulting in the ban only protecting lesbian, gay and bisexual people. This is despite 15 other countries, including most recently Spain, legislating to protect all LGBTQ+ people from these practices.

The agreement was to lobby UK parliamentarians to secure a LGBTQ+ inclusive ban and identify ways for RCN members to inform this activity.



## Activities

The UK government has confirmed it will publish a draft Conversion Therapy Bill, which will be subject to pre-legislative scrutiny. The standard procedure for this is that a cross-party group of MPs and peers will scrutinise the draft bill, and will take written and oral evidence on it, culminating in a final report with recommendations.

- The RCN met with LGBTQ+ charity Stonewall in February 2023 to discuss the timeline for the draft bill being published and what influencing activity there currently is.
- Meeting with Conversion Therapy Memorandum of Understanding (MoU) coalition – February 2023:  
The RCN has been invited to apply to become a member of the MoU. This requires a short statement to be submitted to the MoU membership for approval.
- In Scotland and Wales, the respective administrations have pledged to ban all LGBTQ+ related conversion therapy practices. In the 2022/23 Programme for Government, the Scottish government committed to introducing legislation in 2023; and in its LGBTQ+ Action Plan, the Welsh government committed to using existing devolution powers to legislate for a ban in Wales. Both these developments need to continue to be monitored, with any relevant evidence used to inform our activity in England.

## Status

Work is ongoing.

## Impact

As of March 2023, there have been pledges from the Welsh, Scottish and more recently the UK government to introduce legislation in this area. The RCN will continue to campaign for a ban on conversation therapy.



Speaker Rosemary Oji  
discussing conversion therapy

# Northern Ireland Executive and Assembly (emergency resolution)

<b>Submitting Entity:</b>	Fiona Devlin on behalf of RCN Council
<b>Proposer:</b>	Fiona Devlin
<b>Seconder:</b>	Julie Lambert
<b>Allocated Committee:</b>	Northern Ireland Board
<b>Council Representative:</b>	Fiona Devlin (until December 2022)
<b>Executive Team Lead:</b>	Rita Devlin, Director, RCN Northern Ireland
<b>Staff Lead:</b>	John Knape, RCN Northern Ireland



## You said

**RCN Congress calls for all political parties, alongside the UK government, to commit to the immediate formation of a fully functioning Northern Ireland Executive and Assembly to address the escalating crisis within nursing and the wider health and social care system.**

## Key message

**RCN members believe that the restoration of devolved government in Northern Ireland is an essential requirement in order to begin to address the crisis in health and social care, and that no issue is more important than the health and wellbeing of the people of Northern Ireland.**

## Agreed scope of the project

To engage RCN members in influencing Northern Ireland political parties, the UK government, the media and the public on the consequences for nursing and health and social care of the absence of devolved government.

## Activities

Selected examples:

- following the endorsement of the Congress resolution, the chair of RCN Council and the General Secretary & Chief Executive wrote jointly to the Secretary of State for Northern Ireland to advise him of the Congress decision and to request that he use his influence to help facilitate the restoration of the devolved institutions of government in Northern Ireland (June 2022)
- the Chair of the RCN Northern Ireland Board and the Director of the RCN in Northern Ireland wrote jointly to the leaders of the five main political parties in Northern Ireland to advise them of the Congress decision and to urge them to work ceaselessly to facilitate the restoration of the devolved institutions of government (June 2022)
- the absence of devolved government in Northern Ireland and the link with the lack of a pay award was subsequently integrated within all RCN communications and messaging in relation to pay (July-December 2022)

- with a strong member presence, the RCN attended the annual conferences of the two largest political parties in Northern Ireland – the Democratic Unionist Party (8 October 2022 in Belfast) and Sinn Féin (5 November 2022 in Dublin). The RCN also attended the annual conference of the Alliance Party in Belfast on 4 March 2023
- During November and December 2022, the RCN met senior representatives of all the Northern Ireland political parties, who were in membership of the Northern Ireland Assembly Committee for Health during the last mandate, to brief them on the outcome of the RCN ballot, plans for taking strike action in Northern Ireland, and the associated issue of the escalating crisis in health and social care. Representatives of all these political parties joined RCN members on the picket lines on 20 December.

## Impact

The UK government has recently legislated for a further 12-month extension of the deadline for the formation of an executive before a new assembly election has to be called. It is important to remember that the Congress resolution commits to influencing on the issue and not to the actual restoration of the devolved institutions of government. The capacity to restore devolved government to Northern Ireland is clearly dependent upon factors that are significantly beyond the remit, control or legitimate sphere of influence of the RCN.



Members voting in the main hall

# Member engagement

## (emergency matter for discussion)

<b>Submitting Entity:</b>	RCN Ayrshire and Arran Branch
<b>Proposer:</b>	Stuart McKenzie
<b>Allocated Committee:</b>	Governance Support Committee
<b>Committee Member:</b>	Geoff Earl (until December 2022)
<b>Council Representative:</b>	Geoff Earl (until December 2022)
<b>Executive Team Lead:</b>	Stephanie Wilson, Director of Governance (interim)
<b>Staff Lead:</b>	Stephanie Wilson



### You said

**This meeting of RCN Congress debates how we engage the widest possible number of members in mapping the future of our College.**

### Activities

This item was accepted onto the Congress agenda because it related to points made by Pat Cullen, General Secretary & Chief Executive, in her speech to Congress. This report highlights key areas of engagement with members in the months since that debate.

- Congress 2022 was the first step in engaging members in the RCN five-year strategy and members were invited to feed in their views. In the summer and autumn of 2022, an all-member survey was conducted, and a series of meetings took place with country and regional boards as well as both governance and representative committees, culminating in a workshop with RCN Council in October. Feedback from members was incorporated into the strategy.
- Last autumn, the ballot on NHS pay commenced. It saw the biggest turn out figures in RCN history with, overall, more than 50% of members taking part. It has been a defining moment in the history of member engagement.
- Opportunities for wider engagement in the industrial strike action were plentiful. Voting volunteers encouraged members locally to take part in the ballot; strike volunteers encourage voters to become strikers; and strike committees planned and delivered picket lines. Overall engagement with our communications has increased markedly too. Our targeted, industrial action emails regularly achieved over 50% open rates – more than double the industry standard.
- Members in the independent sector too have been engaged in a series of ballots on their pay, as have members in the Isle of Man and Guernsey.



- The development of the RCN five-year Equality, Diversity and Inclusion Strategy included a wide-ranging engagement exercise, including the Joint Reps Conference in November 2022, country/regional boards, joint chairs, forums and specific equality groups such as the Chief Nursing Officers BME Strategic Advisory Group. The strategy is looking to further improve member engagement with plans to set up new networks based on protected characteristics and to embed those networks within the governance structure of the RCN itself.
- The RCN is also using innovative tools such as Sensemaker, a story-telling tool in which members can present their unique experience. With sufficient diversity and volume collected within stories, Sensemaker helps us identify themes and contribute to our work to engage with members and work on issues important to them. Trialled by Northern Ireland and Scotland Council, it is now being implemented across the UK.
- The recommendations from the review of governance by KPMG and the Carr review have led to work which aims to engage a greater diversity of RCN members in our governance structures, and we are looking at how formal engagement processes, such as general meetings, can be enhanced to incorporate the views of the RCN's growing membership.



# Modern Bill of Rights

## (emergency resolution)

<b>Submitting Entity:</b>	RCN Nurses in Management and Leadership Forum
<b>Proposer:</b>	Craig Davidson
<b>Seconder:</b>	Jean Davis
<b>Allocated Committee:</b>	Professional Nursing Committee
<b>Committee Member:</b>	Martha Gill
<b>Council Representative:</b>	Carol Popplestone
<b>Executive Team Lead:</b>	Jo Galbraith-Marten, Director of Legal and Member Relations
<b>Staff Lead:</b>	Elsie Hayford, Policy and Public Affairs



### You said

**That this meeting of RCN Congress calls on RCN Council to lobby the UK government regarding the announced modern Bill of Rights, ensuring it protects individuals' right to health, patient safety, and our professional nursing standards.**

### Key message

**The Bill of Rights is not progressing further at this current time. The RCN will identify and develop positioning on priority areas of human rights activity for future use in relevant arenas. These will be integrated into the RCN five-year strategy.**

### Activities

- The Bill of Rights was laid in UK parliament on 22 June 2022 and has not progressed past the second reading stage since September 2022. There have been no clear indications of the future of the modern Bill of Rights since Rishi Sunak assumed the office of prime minister.
- The RCN is actively seeking additional intelligence on government plans and continues to monitor parliamentary activity specific to the Bill of Rights or any other bills which may negatively impact human rights.
- A task and finish group (consisting of members and staff) has been convened. We will develop the RCN's position for influencing and organisational priorities for a modern Bill of Rights or any other future human rights legislation. After the RCN has agreed its position, we will engage with allied stakeholders (for example, Royal Colleges).
- The task and finish group will include representation from the RCN's Nursing, Employment Relations, Legal, and Policy and Public Affairs UK & International departments and the four countries, to capture and foster internal understanding of the RCN human rights position from a nursing and population health outcomes perspective.
- The submitting entity (Management and Leadership Forum) will be engaged as plans progress.
- The RCN will engage with allied stakeholders after the task and finish group has agreed the red lines, to garner support across the health and care sector.



## Impact

The Bill of Rights did not pass its second stage reading in September 2022. As of March 2023, there is no indication that this bill will progress. In the absence of pending legislation, the RCN will agree its human rights and ethics position statements around the right to health, patient safety and professional nursing standards and humanitarian crises.

Delegates in the main hall





# Message to UK government on inaction (emergency resolution)

**Submitting Entity:** RCN Grampian and Orkney Branch  
**Proposer:** Dawn Marr  
**Seconder:** Northumberland, Tyne and Wear  
**Allocated Committee:** Trade Union Committee  
**Council Representative:** Fiona Devlin (until December 2022)  
**Executive Team: Lead:** Jo Galbraith-Marten, Director of Legal and Member Relations  
**Staff Lead:** Rachael McIlroy, Employment Relations

## “ You said

That this meeting of RCN Congress sends a clear message to Boris Johnson and the UK government ahead of the forthcoming debate in parliament that inaction, stalling and platitudes surrounding the current nursing staffing crisis will not be tolerated.

## Status

Completed.  
Communications were sent to UK government in July 2022.











Delegate being welcomed to the SEC, Glasgow



Royal College of Nursing

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Sian  
Sian Kiely  
Knowledge and Research Manager  
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