

## Council

<b>Date of meeting:</b>	<b>23 April 2015</b>
<b>Title of Paper:</b>	<b>Report back from Membership and Representation Committee</b>
<b>Appendices:</b>	<i>None</i>
<b>Presented by:</b>	<b>Anne Wells, Chair of MRC</b>
<b>Is a decision required? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b>	

1. The committee met on 3 December 2014.
2. It was agreed to give further thought to whether the press could be invited to member events such as the UK Joint Reps Conference where pay issues and the real impact on nurses are discussed.
3. We also had a brief discussion about whether the RCN should lobby for employers to pay registration fees as in other sectors and agreed to raise it at the next Council meeting for decision.

### Diversity

4. Wendy Irwin gave a presentation on the RCN's 'Is that discrimination' project. We noted that the main outcomes of the project would be to raise awareness of workplace discrimination and to champion and spread good practice.
5. The Committee agreed that it was important that equality and diversity was embedded in all the training delivered by the RCN.

### Pay Campaign

6. Josie Irwin updated the Committee on pay issues in Wales and Northern Ireland. Helen Hancox then briefly outlined progress with the pay campaign in England since Council had met at the end of November. We emphasised the importance of representatives fully briefed ahead of the Excess Hours campaign being launched.
7. We discussed options for an early implementer site and agreed it needed to have good quality representatives; enough staff to support those representatives and be close to RCN HQ so that the RCN Executive Team could also have a significant presence. We felt strongly that the RCN needed to be visible in large numbers when the campaign was launched so that members felt confident to take part.
8. We were informed that workshops were being run in most regions so that activists could be directly involved in shaping the campaign for their particular region or Trust.
9. A press release was issued on Thursday 4<sup>th</sup> December confirming the RCN's intention to submit bills for excess hours worked over and above contracted hours if nurses were unable to take time back via TOIL.

### Seven Day Care

10. We received a presentation on seven day care. We discussed the difference between seven day care and unsocial hours and the impact on those nurses who relied on unsocial hours' payments.
11. We noted that for 2015/2016 the NHS Pay Review Body (NHSPRB) had been asked to make observations on the enablers and barriers in the AfC pay system for delivering health care services every day of the week in a financially sustainable way, i.e. without increasing the existing spend.
12. We agreed the RCN's response to the Pay Review Body, which emphasised:
  - the vital role played by nursing in improving patient outcomes
  - that the current variations in outcomes and mortality were unacceptable & had to be addressed
  - the impact of the Government conflating 7Day Care with Unsocial Hours
  - that the remit of the NHS PRB was a cover for dismantling Agenda for Change;

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- unsocial Hours payments were essential to ensure adequate staffing at night & weekends
  - a focus on training, equipment, supervision & leadership was essential if patient care was to improve.
13. We agreed to emphasise that poor health outcomes were linked to emergency services at weekends and public holidays and that the same treatment options should be available for those accessing emergency services at weekend/s and public holidays as during the week.
  14. The Committee also felt it was important to highlight in the response that the current approach was an attack on a predominantly female workforce.

### Case Management System

15. The Committee commended the amount of data that was now available through the Case Management System. It was noted that no other trade union had this quality of reporting.
16. It was noted that work was continuing on how to record non-case work undertaken by Representatives. The Committee agreed that mentorship and supervision captured some of this work.

### Trade Union Governance Group

17. On the recommendation of the UK Committees, The Committee approved the Curriculum Review Role Descriptors. We noted that they had been through a full Board consultation and had been amended to reflect the comments received.

### Membership and Recruitment

18. We received the latest membership and recruitment figures and were informed that membership currently stood at its highest ever level at over 430,000 members. Student recruitment had also reached record numbers and at a time of year when the RCN would normally expect to see a reduction in membership there had in fact been continued growth.
19. We approved a revised definitions of membership document that had been updated to incorporate the amendments to the HP eligibility criteria.
20. We also received a paper on the planned approach to deliver Direct Debit notifications to members in the new MIS system. We asked whether there

was a possibility of incentivising members moving over to Direct Debit payments and Carolyn Munton agreed to look into this.

### Revalidation

21. Howard Catton spoke to the Committee about the new NMC code, which had been agreed. The Committee was pleased to learn that the majority of RCN recommendations had been adopted. The Committee also discussed the forthcoming pilot and its significance for RCN members.
22. We also asked Howard to investigate what options the college might have if the NMC increased fees again next year.

### Access to Member Information

23. We received an update on work to date to review the arrangements for Branch, Forum and Committee Office holders to have access to member contact details.

### Immigration

24. The Committee was updated on changes to immigration laws, which mean that nurses coming from a non-EEA country who had worked in the UK for six years would be sent home if they did not meet the income threshold of £35,000. The Committee discussed the implication for the recruitment and retention of nurses and the serious implications for organisations such as care homes, which employ a large number of overseas nurses.
25. As part of the discussion the Committee explored what the RCN could do to support its overseas nurses and influence future government policy.