

Council

Date of meeting:	23 July 2015
Title of Paper:	Report back from Membership and Representation Committee
Appendices:	<i>N/A</i>
Presented by:	Anne Wells, Chair of MRC
Is a decision required? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

1. The committee met on 8 July 2015.

Post Election Policy and Council Priorities

2. We received a detailed briefing on post general election healthcare policy and pay priorities for nursing. We also considered the ongoing impact of the integration of social policy and health sector budgets and the potential influence of the EU referendum.
3. The committee discussed and gave feedback on the proposed Council priorities for 2016. We asked for language around safe workplaces and support for workplace activism to be made clearer.
4. We considered the working document which gives an overview of the priority areas of work for the Trade Union arm of the RCN governance structure. We were pleased to note that the priorities of the UK representative committees were reflected in the work delegated to MRC by Council. The Chair of the Trade Union Governance Group confirmed that the UK representative committees would be continuing to develop their work programmes to align with the new Council priorities.

Pay, Terms and Conditions

5. We discussed the challenges ahead of the budget announcement, which was being made at the same time as the committee met, and noted in particular the uncertainty around the future role and remit of the Pay Review Body.
6. Following a lengthy discussion, we gave the following feedback to inform our negotiating position and our campaigning response:
 - We continue to support a four country position on pay
 - We are not willing to trade unsocial hours payments for a pay deal
 - We need to help members to understand and articulate the impact of the pay restraints; on nurses, on students and on the wider workforce
 - We need to be more explicit and honest in the way we reflect the impact of the lack of respect for the profession in our campaign messages
 - We need to link staff safety to patient safety in our campaign messages
 - We will work with NHS Employers to identify efficiency savings that are not at the expense of staff or patient safety
7. We agreed to work with our UK representative committees to ensure that our representatives are well supported with the right resources and training to respond locally to these priority areas. There is also a pressing need to recruit and retain more representatives to meet the increasing needs of our members.
8. We gave feedback on the next steps for the Excess Hours campaign and agreed that this should now focus on ensuring our members are well informed of their employment rights.

RCN response to the HEE consultation on Workforce planning

9. Claire Helm provided a briefing on the RCN response to the HEE consultation on workforce planning and we noted that many of the priority areas of work identified by the UK representative committees were highlighted in the RCN report. This includes issues around recruitment of nurses from overseas, the attrition rates of student nurses, mentorship in the workplace, and access to training for healthcare workers.

Congress 2015

10. We agreed our Congress leads for each item on the Congress agenda and identified the areas we would like to work on with NPCC.

Member Representative Programme Board

11. Janice Smyth updated us on the work of the programme board. We asked for further consideration to be given to when and how this work is reported back to MRC and the representative committees.
12. We noted that further development of the Case management system will not happen until the New Year when it will be informed by a user group representing the three representative roles.

RCN Steward Compliance with Case Management Policies and Procedures

13. The Chair of MRC has agreed a letter to all Stewards to clarify their responsibilities in this respect.

Trade Union Governance Group and the work of the UK representative committees

14. Tracey Budding, Chair of TUGG, provided a report on the work of the UK representative committees.
15. TUGG has asked for the role and work of the committees to be promoted through Activate, and links have now been made between the editorial team and the representative committees.
16. We gave feedback on the resources that have been developed for the Healthy Workplace Project and noted that this will be launched at the Joint Reps conference in October.
17. We also heard about the resources that are being developed to support our members with revalidation. These will be further informed following the outcomes from the pilot sites.

Membership updates

18. We received an update from our Student member, Sylvia Duval, on the RCN's associate membership of the National Union of Students.
19. We noted our regular membership and diversity statistic reports.
20. There was a discussion on the concerns that had been raised at the Annual General Meeting with respect to the Health Practitioner membership category. We asked our Chair to take this issue forward and for further consideration to be given to clarifying what is meant by work delegated by/ supervised by a registered nurse.

Recommendations

21. We discussed and recommend to Council the following two amendments to the definitions of membership document:

Agenda Item 3.2

- Firstly, an addition to the criteria for the Health Practitioner membership to acknowledge the Scottish Social Service Council. This will follow the exception already in place for Northern Ireland, where someone may be registered with the Northern Ireland Social Care Council, and will read as follows:

Scotland

Those who work in health or social care in Scotland, under the guidance and supervision of a registered nurse, midwife or health visitor and who are not on a professional register other than that held by the Scottish Social Services Council

There are plans for a similar body in Wales, but this is not yet in place.

- Secondly, at our last meeting, we asked for further work to take place on clarifying student membership for those on a Return to Practice course. This work is ongoing and will be reported back to a future meeting. In the meantime we have taken action to clarify that those on a Return to Practice course are able to join as a Student member. This will prevent loss of potential members because of the existing criteria restrictions. This addition to the criteria will read as follows:

Individuals on a return to practice course enabling them to re-register with the NMC

22. The impact of these changes will be monitored throughout 2015 by the Membership department.