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Council

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| Date of meeting: | 8 December 2016 |
| Title of Paper: | Report from Membership and Representation Committee |
| Appendices: | <i>N/A</i> |
| Presented by: | Gordon Lees, Chair of MRC |
| Is a decision required? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | |

1. We met on 2 November 2016 and our next meeting is on 8 March 2017.

MRC Development Day

2. We will be having a development day on 25th January and we discussed a range of topics to take forward on that day.
3. We hope to take early findings from the Independent Sector organising project and think about organising for the future and how we can apply lessons from the IS to the NHS. We then hope to spend some timing thinking about the question of the role of the future rep, and learning from other Trade Unions

Pay terms and conditions

4. We discussed the RCN and NHS Staff side's approach to workforce planning. The NHS Staff side has formulated and proposed a workforce strategy to Government. It takes the position that any strategy should be aligned with the initiatives in the national and regional partnership forums on

Agenda Item 11.2

culture, wellbeing and leadership and engages trade unions in service and workforce transformation.

5. We asked that the RCN lead on a piece of work on workforce planning in the Independent Sector.
6. We noted the timetable for written and oral evidence for the Pay Review Body in England and Scotland.
7. The Committee endorsed the work undertaken by staff side on Agenda for Change. We heard that there was no Government support to undertake the required analysis but that Grampian Board had expressed an interest in carrying out this work. The negotiations were put on hold whilst the Government dealt with the junior doctor dispute.
8. Jane Hughes updated us on the RCN Pay campaign. We agreed that the RCN should continue to build engagement locally for the longer term and we supported the idea of introducing pay champions. Jane also briefed us on the petition on the pay cap and we noted that there is a template letter to the Chancellor for members to download from the RCN website. We are also using member case studies in our campaign materials.

Equality and Inclusion

9. The Committee spent some time discussing the draft Equality and Inclusion strategy and supporting principles and noted that a detailed operational action plan would set out how the strategy was to be implemented on the ground.
10. We discussed online tools to promote the principles of the strategy and to help members confront inequality in their workplace.
11. The aim is to build up networks at a local level to encourage members to speak directly to one another about local issues and we asked that roles for non-accredited Reps, such as Equality and Inclusion leads be investigated further.
12. **We unanimously agreed to recommend the strategy to RCN Council.**

'Organising' Project work with Independent Sector employers

13. Gary Kirwan joined us to explain a new piece of work taking place in the Independent Sector.
14. The RCN is adopting an organising model in the Independent Sector with a view to building a stronger membership supported by a network of active RCN representatives who are well trained and have access to good quality facilities and facility time.

Agenda Item 11.2

15. The work focuses on listening to local issues and empowering and supporting members to run local campaigns and resolve issues at a local level. The project has been running in 28 sites for 6 months and around 18 Reps have been recruited.

Council Review

16. We received and considered the Terms of Reference for the “Trade Union” Committee.
17. **The Committee agreed to recommend the Terms of Reference for the “Trade Union” Committee to Council.**
18. We also reviewed the Role Descriptor for the Committee and **subject to a number of additions under the Responsibilities we agreed to recommend the document to Council.**

Congress 2016

19. We received the first report on Congress 2016 items and were pleased that most members have been contacted regarding their items. The Chair of Council informed us that in future items will be allocated on the last day of Congress so that work can start straight away.

Impact of Healthy Workplace Project

20. Kim Sunley updated us on the Healthy workplace Project. The primary objective is to improve the working environment for members and is targeted at both employers and RCN reps. The project launched a year ago and offers online resources and rebranded printed materials. We discussed the next phase of the project and **support the work of the healthy workplace campaign being taken forward into 2017/18.**

Reports from MRSPB and TUGG

21. We received the report on the work of the MRS Programme Board and the case management Quarterly update. We have agreed with the UK Reps Committees, that rather than attend the monthly MRS Programme Board meetings the Committees will undertake specific pieces of work take part in the various Task and Finish Groups
22. We also heard that the “paperlite” initiative has progressed and that in the future Reps will not be required to hold cases both electronically and in hard copy.
23. We received a report from TUGG, highlighting the main activities and feedback from the UK reps committees. We endorsed a proposal for a new country and regional based process for the rep of the year awards.