



RCN Council

Date of meeting:	05 April 2017
Title of Paper:	Retired members
Appendices:	<i>N/a</i>
Presented by:	Michael Brown, Chair of Council
Is a decision required? No <input type="checkbox"/>	

1. Purpose

- 1.1. To update Council on the proposals to ensure RCN retired members are involved and engaged throughout the organisation.

2. RCN Retired members

- 2.1. Retired member who have opted to continue in membership through choosing to enter the retired payment plan pay £10 per annum.
- 2.2. The reduced payment plan takes in consideration that the retired members have no need for a lot of the services that the RCN offer to nurses in employment.
- 2.3. Members who still require these service should retain their full membership, this is a choice and members on enquiring or reaching pensionable age are offered this option.
- 2.4. Only members who remain in full payment plan can stand for election to governance roles, this has long been the view held by council. Council have discussed this recently and continue to hold this view.
- 2.5. There is no reason why a retired member could not move back to the full payment plan if they needed full member services.

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- 2.6. Confusion has occurred due to the role of NPC retired members network, this network was set up to afford members with an interest to engage wider with NPC on matters affecting pensioners...not matters affecting the RCN but the wider pensioner agenda.
- 2.7. I must be clear this network is external to the RCN and we must find a way of ensuring our RCN retired members who wish to engage in RCN policy work are given a vehicle to do this.
- 2.8. I see this being covered in a number of ways:
 - 2.8.1 Local branch activity must be encouraged, branches should develop roles for retired members that make best use of their experience and the commitment many offer to local branches functioning.
 - 2.8.2 The continuation of the regional RCN local networks which council passed a paper on 18 months ago. Each region and country must set up when asked to, a retired member's network in their area; we have 5 set up already. This in turn ensures closer links with the regional and country boards.
 - 2.8.3 A yearly national conference organised by the RCN for the RCN retired members.
 - 2.8.4 Engagement with the strands of work from the recently agreed RCN equality and inclusion strategy.
 - 2.8.5 Full Involvement in Member communication Centre and work to be undertaken to identify retired members within our membership will be undertaken to allow this to happen.

3 What Council cannot offer

- 3.1 A separate membership entity for retired members. MRC has discussed Membership categories recently and suggested no changes to the current structure.
- 3.2 Protected seats on council...at this time we have 7 members on council who are retired and have remained in full membership (retired members are well represented on council). Council will continue with the geographical model for elections that is currently used and a separate seat for our membership categories of student and HCP.
- 3.3 Voting and funding rights at congress, although I will commit to a piece of work to look at some funding options for retired members attending congress in the future as non-voting members.

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- 3.4 Workplaces do not recognise retired reps and there are issues with laws around employment and taxation of the RCN offering zero hours employment. Mentoring and support roles could be developed at branch level to support accredited reps.

4 NPC Network

- 4.1 This network and the NPC have done some sterling work and I would like to see it remain as we are having an influence for pensioners in this arena. I do believe though that if required the elected members of the NPC should have access to our expert services when engaging with their work and we could do more to publicise the existence of the membership of NPC.
- 4.2 For the NPC Network
- 4.2.1 Continued support from RCN staff to fulfil the role of the elected role to the NPC.
 - 4.2.2 The removal of the constraints model used for NPC elections.
 - 4.2.3 Access to MCC for members who have expressed an interest in the work of the NPC.
 - 4.2.4 NPC should also have access to all RCN retired members for communication purposes around their agenda.
 - 4.2.5 Access and involvement in established RCN retired members networks to help inform work of importance to pensioners issues at NPC.
 - 4.2.6 An increase in Budget to cover the increase in the affiliation fees to NPC.
 - 4.2.7 Access to support and information for work that is carried out with the NPC.
 - 4.2.8 Twice yearly meeting with RCN chair of council, RCN chair of Trade Union committee and RCN chair of Nursing professional committee.
 - 4.2.9 A meeting at congress to share the progress of the work within the NPC and better publicise the role.

5 Recommendations

- 5.1 Council is asked to agree the recommendations in this paper.

Michael Brown

Chair of Council