

RCN independent external review – Council response

Following receipt of Phase II of the external review on the evening of the 26th September 2018, and discussion of the document on 27th September, the RCN Council provides the following statement:

We encourage our members to read the report in full, taking in both the initial findings of Phase I and these subsequent conclusions of Phase II.

When commissioning the report, the RCN Council asked that three key issues be examined:

- 1) Establish what factors contributed to the miscommunication of the Pay Deal;
- 2) Answer these important questions: were the Executive Team, Council, Trade Union Committee, and the membership respectively, properly informed about the details of the Pay Deal;
- 3) Provide recommendations as to how these mistakes can be avoided in the future.

Phase II of the report concludes that the Executive Team, Council, Trade Union Committee, and the membership were not fully informed about the details and impacts of the deal in a way that enabled them to make an informed balanced judgement.

This conclusion does not absolve the College of fault, and indicates that the processes around the Pay Deal and its communication were not sufficiently robust.

The RCN Council agrees with the findings of the review, and has committed to addressing ERS's recommendations in full. Work has already commenced to ensure that the College is stronger for our members.