Your guide to
RCN London

Royal College of Nursing
London
London is an incredible place to live and to work. Vibrant and diverse, the city brings its own opportunities and challenges for everyone delivering health care. The speed and scale of change in everyday life and the distinctive and mobile population shape all of our working lives.

We are proud that RCN London's membership reflects the full breadth of health care in our region. Our members work as registered nurses, midwives, health visitors, nursing students and health care assistants in every kind of hospital, community and academic setting, in the NHS, independent and voluntary sectors. From Barnet to Bromley and from Havering to Hillingdon we have a membership that is as diverse as the communities we work with.

Membership of the RCN has never been more important. Health budgets have been squeezed and staff are asked to deliver more with less. Cuts to workplace training in London highlight the importance of professional development opportunities available with RCN membership. When some staff are threatened with a pay freeze for years on end, the RCN is here to make clear that you will not be taken for granted.

RCN London provides a strong voice for nursing, putting all these issues and more before government ministers, MPs and other key policy makers. We also give support and advice to members, both on employment and professional issues, representing them in the workplace. We are always looking for more people to get involved. In this booklet you’ll find details of how to access support if you need it, but also how you can be trained up to represent yourself and your colleagues. Please do get in touch and get involved.
Representing 53,000 members across the capital

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Representing 53,000 members across the capital
“I was called to a disciplinary hearing by my Trust. I had previously been disciplined over a similar issue and had been promised extra training. This had never happened.

“I felt it was unfair of my employer and I asked RCN London what I could do. The RCN officer attended the hearing and challenged the Chair of the panel saying that I had been ‘set up to fail’. The Chair agreed, and the disciplinary action was dropped.

“I have also received the training I needed in the first place. Thank you RCN.”

(Nurse, mental health trust, east London)

“I called RCN London and told them that I had an ongoing long term illness. The RCN officer called my manager and the HR department and requested that I be referred to Occupational Health as a matter of urgency. The RCN also asked that the employer call a case conference to discuss my health and possibly make adjustments to my work pattern.

“At the case conference the RCN argued that I was protected under the Equality Act (formerly the Disability Discrimination Act) and that my employer was legally obliged to make ‘reasonable adjustments’ to my work pattern and work environment. Occupational Health agreed and my employer took the advice of OH and the RCN and dropped the disciplinary. I was overjoyed.”

(Nurse, acute trust, south west London)

RCN London: Support when it's needed most

“Supporting our members to support each other

I am a newly qualified registered nurse and work for a large company which runs a number of nursing homes. The company alleged that I had failed to write down the results of a swab taken from a patient’s leg ulcer and I was called to a disciplinary hearing.

“I contacted the RCN and the officer was immediately concerned about the allegation as, being an experienced nurse, she knew that it takes around seven days to culture a swab and get the results. A doctor has to then prescribe any necessary medication.

“The RCN officer represented me and said that it was entirely inappropriate to expect me to record swab results immediately. My employer dropped the allegation and no further action was taken. I was very grateful for the nursing expertise of the RCN.”

(Nurse, independent nursing home, south London)

RCN London: Fighting on your behalf

Diversity: Whatever your job, and wherever you work, valuing diversity is a crucial part of workforce developments. An understanding of diversity runs through the work of RCN London.

Legal services: RCN London has a legal team which specifically supports members in London. This includes advice and representation on any matter of law which occurs in a member’s employment.

Member Support Services: We recognise that people often need support outside of work, so we offer careers and welfare advice, a dedicated counselling service and a group dedicated to looking after those who have been injured at work.

Policy: RCN London works with local MPs, the Mayor and London Assembly to ensure the nursing community is represented in our city’s political conversation.

Pay and conditions: The RCN fights on your behalf to make sure the work of nursing staff is properly valued and rewarded, whether in the NHS or independent sector.

Raising concerns: Safe, compassionate care is everyone’s business. If you have concerns over clinical and staff safety in the workplace, the RCN has advice to help nursing professionals working both in the NHS and independent sector.
The RCN London Board
Representing RCN members across London

The RCN London Board is drawn from a wide cross-section of the membership and includes divisional representatives for each geographical sector of London, our two Council members and national committee representatives.

All RCN members are cordially invited to attend the board’s meetings which take place at the RCN London office. Dates can be found on the RCN London website.

For more information about getting involved in the work of the RCN London Board please contact Hazel Allen by email at hazel.allen@rcn.org.uk

RCN Council
RCN members are also represented nationally by two directly elected Council members

RCN Council ensures the RCN meets its statutory purposes. It sets the strategic direction of the organisation and has ultimate responsibility for its long term financial sustainability.

London’s representatives on RCN Council are:

Ian Norris, Council Member and Board Chair: ian.norris@rcn.org.uk
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