



## **DEFINITIONS OF MEMBERSHIP**

Version 5.7

### Document control summary

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### Version Control Summary

<b>Version</b>	<b>Date</b>	<b>Summary</b>
5.1	October 2011	New version to reflect new categories and payments plans implemented from January 2012
5.2	November 2011	Changed document status to 'Live from 1 <sup>st</sup> January 2011'.
5.3	July 2012	Creation of staff payment plans in Nurse and Health Practitioner categories
5.4	March 2013	Re-wording of Nurse & HP retired definition to bring consistency and clarity approved by RCN Council
5.5	November 2013	Amendment to criteria for HP members to allow nurses with an inactive NMC registration to join as an HP member
5.6	October 2014	Updated admission criteria for HP members as agreed by Council July 2014 Clarification of review period and requirement for amendments to be signed off by MRC or Council
5.7	July 2015	Updated admission criteria for to allow individuals on an approved return to practice course to join on Student payment plan until their course is complete.  Updated HP criteria to reference Scottish Social Services Council

## Contents

Introduction	Page 4
Nurse Member	Page 5
Health Practitioner Member	Page 7
Nursing Student Member	Page 9
Appendix 1: Current payment plans	Page10
Appendix 2: Statement of Governance Matters	Page 11

## **Introduction**

1. This document should be considered the definitive guide to membership of the RCN.
2. It sets out eligibility for RCN membership, the membership categories and the different payment plans.
3. This document draws upon and expands on the statements relating to membership laid out in the current RCN Charter, Standing Orders and Regulations.

## **Use**

4. The document is available to all RCN staff via the [RCN Intranet](#) and members via the RCN website.
5. It should be used by all staff as the key reference tool on all matters relating to membership categories.
6. Queries on or about matters relating to membership identified here should in the first instance be referred to the RCND Membership Manager.
7. Matters requiring further clarification may be referred to the Membership Terms and Conditions Group via the RCND Membership Manager.
8. Where clarification cannot be reached, or where a decision is outside the remit of the Membership Manager or Membership Terms and Conditions Group, the matter will be referred to the Membership Representation Committee (MRC), the RCN Council Committee with a remit for membership issues, for a decision or view.

## **Review**

9. This document will be formally reviewed on an annual basis by the Membership Terms and Conditions Group, or otherwise amended as required to reflect changes on matters contained within this document.
10. Any changes to this document must be ratified by RCN Council.

## **Summary of Membership**

11. There are three “categories” of membership.
  - 11.1. Nurse Member.
  - 11.2. Health Practitioner Member
  - 11.3. Student Member
12. A summary of payment rates is provided at Appendix 1.
13. Governance rights are explained in Appendix 2.

## Nurse Member

<b>Eligibility</b>	<p>Nurse members are on the register of persons engaged in nursing, and whose names have not been removed from that register for reason of misconduct, thus:</p> <p>Anyone with a nursing, midwifery or health visitor qualification registered with the Nursing &amp; Midwifery Council (NMC).</p> <p>The registration may be live or lapsed. The key is that they are “on” the register.</p>
<b>Exclusions</b>	<p>Anyone who has not got a nursing, midwifery or health visiting qualification registered with the NMC.</p> <p>Anyone who has been struck off the NMC register for misconduct.</p>

<b>Payment Plan</b>	<b>Rate as % of Full Nurse Member Rate)</b>	<b>Notes</b>
<b>Nurse 1<sup>st</sup> year discount</b>	50%	<p>For the first year of Nurse membership a 50% discount against the Full payment plan is offered. This is a one time only discount. Transfer to the Full payment plan will be automatic after 12 months on this plan. Eligibility will be:</p> <ol style="list-style-type: none"> <li>1) For those members transferring automatically to this category from student membership on completion of their training.</li> <li>2) For those joining the RCN for the first time within one year of registering with the NMC for the first time.</li> </ol>
<b>Nurse Full</b>	100%	Ordinary Nurse Member
<b>Joint RCM</b>	50%	In joint membership agreement with RCM <b>This plan affects the benefits of membership</b>
<b>Joint Educational</b>	75%	In joint membership agreement with UCU or EIS <b>This plan affects the benefits of membership</b>
<b>Nurse Retired</b>	£10	Nurse members who are retired from all employment or who are unable to work through ill health and who are in receipt of relevant ill health benefit <b>This plan affects the benefits of membership</b>
<b>Nurse Voluntary Break</b>	50%	<p>Nurse members are entitled to take one Voluntary Break from their Full payment plan for a maximum of 12 months in every three years. During the period of Voluntary Break a 50% discount against Full payment plan is offered</p> <p>A member must serve two years in a Full payment plan before being eligible for a period of Voluntary Break Following the end of a period of Voluntary Break, there is no return to a Voluntary Break payment plan for a minimum of 24 months</p> <p>Transfer back to the Full payment plan will be automatic after a maximum of 12 months on this plan</p> <p><b>This plan affects the benefits of membership</b></p>
<b>Staff member</b>	25%	Individuals employed by the RCN and who are currently a Nurse member of the RCN may, for the

		<p>duration of their RCN employment, transfer to the RCN Staff Payment Plan.</p> <p>The payment rate is 25% of the <b>Nurse</b> Full payment plan.</p> <p>The following conditions and restrictions apply:</p> <p>The period on the payment plan will not count as continuous membership for the purposes of eligibility to hold office as an RCN member.</p> <p>No indemnity cover will be available other than for “good Samaritan” activities.</p> <p>The individual is prohibited from holding any RCN member office or role.</p> <p>The individual is prohibited from acting and/or speaking as a member at any event or meeting save the RCN AGM.</p> <p>There is no right to support, representation or advice.</p>
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## Health Practitioner Member

<b>Eligibility</b>	<p>Health Practitioner membership is available to those who work, providing health or social care in any setting, under the guidance and supervision of a registered nurse, midwife or health visitor and who are not on a professional register (such as NMC or HCPC)”</p> <p>Except as follows:</p> <p>Northern Ireland Those who work in health or social care in Northern Ireland, 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 Northern Ireland Social Care Council</p> <p>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</p> <p>Special note 1: Anyone with an active NMC registration should be a Nurse Member. A person with a nursing, health visiting or midwifery qualification working as a HP but whose NMC registration is inactive, may join as an HP member.</p> <p>Special note 2: Anyone in HP membership prior to 1<sup>st</sup> January 2015 is eligible to remain in membership provided that they continue to meet the previous agreed eligibility criteria. If such a person leaves membership, and later wishes to re-join, they must comply with the new eligibility criteria (above).</p>
<b>Exclusions</b>	Anyone who does not meet the above criteria

Payment Plan	Rate as % of Full Nurse Member Rate)	Notes
HP 1 <sup>st</sup> year discount	25%	For the first year of HP membership a 50% discount against the Full payment plan is offered. This is a onetime only discount. Transfer to the Full payment plan will be automatic after 12 months on this plan
HP Full	50%	Ordinary HP Member
HP Retired	£10	HP members who are retired from all employment or who are unable to work through ill health and who are in receipt of relevant ill health benefit <b>This plan affects the benefits of membership</b>
HP Voluntary Break	25%	HP members are entitled to take one Voluntary Break from their Full payment plan for a maximum of 12 months in every three years. During the period of

		<p>Voluntary Break a 50% discount against Full payment plan is offered</p> <p>A member must serve two years in a Full payment plan before being eligible for a period of Voluntary Break</p> <p>Following the end of a period of Voluntary Break, there is no return to a Voluntary Break payment plan for a minimum of 24 months</p> <p>Transfer back to the Full payment plan will be automatic after a maximum of 12 months on this plan</p> <p><b>This plan affects the benefits of membership</b></p>
<b>Staff member</b>	25%	<p>Individuals employed by the RCN and who are currently a Health Practitioner member of the RCN may, for the duration of their RCN employment, transfer to the RCN Staff Payment Plan.</p> <p>The payment rate is 25% of the <b>Nurse</b> Full payment plan.</p> <p>The following conditions and restrictions apply:</p> <p>The period on the payment plan will not count as continuous membership for the purposes of eligibility to hold office as an RCN member.</p> <p>No indemnity cover will be available other than for “good Samaritan” activities.</p> <p>The individual is prohibited from holding any RCN member office or role.</p> <p>The individual is prohibited from acting and/or speaking as a member at any event or meeting save the RCN AGM.</p> <p>There is no right to support, representation or advice.</p>

## Student Member

Student members are those not eligible for Nurse or Health Practitioner membership, and either studying for a first qualification that allows membership as a Nurse member, or are a Nurse Cadet.

<b>Eligibility</b>	<ol style="list-style-type: none"> <li>1. Student membership is available to those undertaking a recognised course of study that will upon qualification enable them for the first time to register with the NMC, including pre-registration student midwives.</li> <li>2. Nurse Cadets and those on an Access to Nursing Course are also admitted to Student category with job title "Cadet".</li> <li>3. Individuals on a return to practice course that will enable them to re-register with the NMC may join on the Student payment plan for the duration of their return to practice course</li> </ol>
<b>Exclusions</b>	Anyone who already has a qualification that would enable them to register with the NMC with the exception of point 3 above.

<b>Payment Plan</b>	<b>Rate</b>	<b>Notes</b>
<b>Student</b>	£10	Transfer to the Nurse membership category (at the 1 <sup>st</sup> year discounted rate) will be automatic based on training completion date or re-registration date supplied by the member.

### Summary Payment Plan Rates\*

#### Current Rates (before Tax relief)

Category	Payment Plan	Annual Rate £	Monthly Rate £
NURSE	Nurse Member (Full)	196.85	16.40
	Nurse Member (1 <sup>st</sup> year discount)	98.43	8.20
	Nurse Member (Voluntary Break)	98.43	8.20
	Nurse Member (Joint RCM)	98.43	8.20
	Nurse Member (Joint Educational)	147.64	12.30
	Nurse Member (Retired)	10.00	0.84
	Nurse Member (Staff)	49.21	4.10
HP	Health Practitioner Member (Full)	98.43	8.20
	Health Practitioner Member (1 <sup>st</sup> year discount)	49.21	4.10
	Health Practitioner Member (Voluntary Break)	49.21	4.10
	Health Practitioner Member (retired)	10.00	0.84
	Health Practitioner Member (Staff)	49.21	4.10
STUDENT	Student	10.00	0.84

#### NOTES

1. Members on the Voluntary Break, Retired and Staff payment plans are not eligible for either indemnity cover or employment support but may receive telephone advice from RCN Direct.
2. There are conditions and limitations to indemnity cover which are detailed on the RCN website <http://www.rcn.org.uk/support/legal/indemnityscheme>.

**Governance Rights**

1. To hold any Governance position a member must be paying the full payment plan for their appropriate membership category.
2. To be eligible to stand for a Council constituency, a member is required to have been in continuous membership for three years (except in the Student constituency). This may include periods on other payment plans in the same membership category.