The pivotal role of senior charge nurses in leading safe, effective, patient-centred care is recognised, respected and properly remunerated

- Back our call to ensure that in every health board senior charge nurses have the time to lead their teams.
- Campaign with us for all senior charge nurses to be paid at a level appropriate to their responsibility.

Scotland’s politicians champion better pay, terms and conditions for members of nursing teams, no matter their grade or where they work

- Uphold and recognise the independence of the NHS Pay Review Body.
- Preserve terms and conditions for our members to ensure that nurses and health care support workers are paid fairly, and do not have their terms and conditions eroded.
Decisions are made to shape health and care for generations to come, rather than focussing on short-term goals

- MSPs to work together, regardless of the party they represent, to agree a new approach to health care targets by the end of 2016.
- MSPs to support the creation of a set of clear, consistent and transparent criteria to be used when they or government take any decision on health care funding.

A government-led workforce and skills impact assessment is carried out each time a new health or social care policy is proposed

- Work together to ensure that the next Scottish Government commits to long-term workforce planning across all health care services whenever a new health or social care policy is put forward.
- Ask MSPs to stand up for protected time for continuous professional development for each and every member of the multidisciplinary health care team.

Digital technologies are used to open up new, smarter ways of working for health care teams, especially those operating in the community

- MSPs, health boards and integration joint boards work together so that by 2020 all health care staff have access to, and can use with confidence, the technology they need to deliver safe, consistent care.
- Support continued digital infrastructure development to ensure Scotland-wide connectivity so that health care professionals can use technology to its full potential.

Individuals standing for election to the Scottish Parliament have difficult choices to take, but they have the opportunity to build a better health and care system for Scotland. A system which values nursing wherever care is delivered; organisations which strive to improve patient care, and a country which invests fully in health.

I know that our members, the nurses and health care support workers on the frontline, are ready to take their place to help Scotland’s elected representatives to achieve that vision.

That’s why we asked them to tell us what they felt needed to change.

Nursing Scotland’s Future is their answer.

Michael Brown, Chair of RCN Council and RCN Scotland Board