

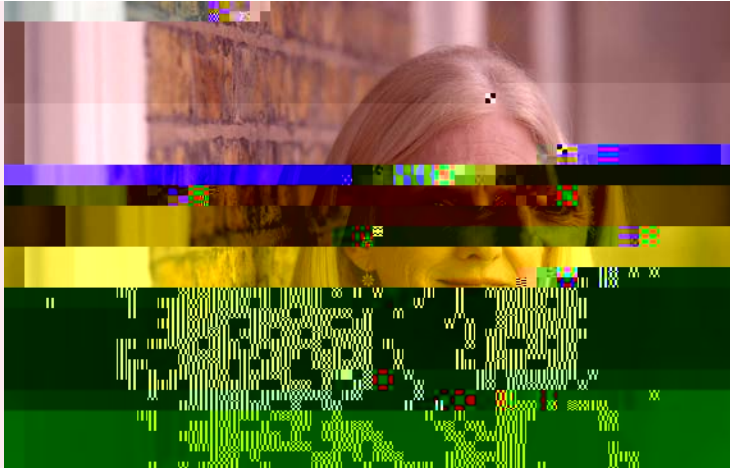
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## Celebrating you

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This newsletter is produced







“I think that I did  
not do it.”

“ I think that I did

“ This College isn't such  
a dead duck as I

thought it was. They're  
actually talking about things  
that are of interest to us.”

**Support the Rcn  
in its campaign for**

**BETTER SALARIES  
AND CONDITIONS  
OF SERVICE**

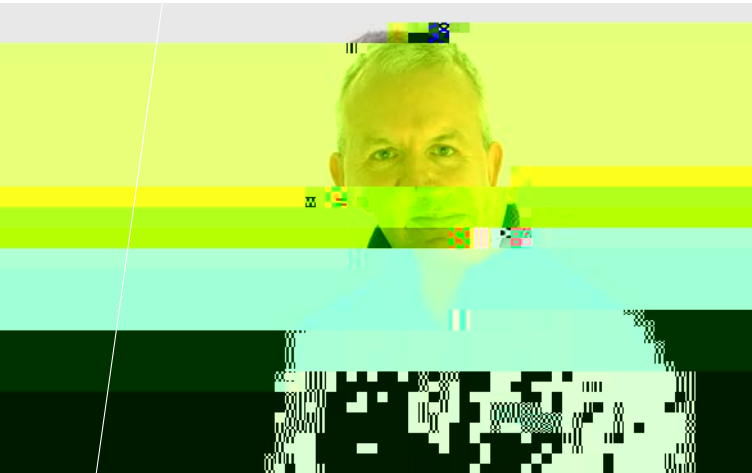
Attend the specially arranged meetings, write to the Press, talk to your M.P.s, put up posters and stickers and zealously promote this campaign by any law-abiding and legitimate means.

*Watch the nursing press for announcements!*

**RAISE THE P.R.O.**  
**All Nurses Deserve Fair Pay**

ROYAL COLLEGE OF NURSING AND NATIONAL COUNCILS OF NURSES OF THE  
UNITED KINGDOM  
10, BEDFORD SQUARE, LONDON, W1P 8JL. TEL. 01- 856 3096

## Today's activists Organising



At the time the RCN said the Northern Ireland Health Minister had blatantly misrepresented the situation in relation to nurses' pay. The lack of any pay award for nursing staff in Northern Ireland left members feeling devalued, demoralised and disgusted at the total disregard by the Department of Health for the role of the independent pay review body in recommending nurses' pay.

"We got out there and showed how strong we are," David says. "Members were incensed. They

felt the health minister had dismissed our concerns. Many contacted the RCN, their reps and the media directly. I'm so proud that members rallied against this. As a result, the health minister reconsidered his position and there was a satisfactory agreement for the following year's pay award."

This addressed some of the injustices, according to David.

"The public love nursing staff but goodwill is not enough. It doesn't pay the bills, we need fair pay too," he says.

"Through the campaign, we found that many nurses were taking on additional ancillary roles which had been cut such as portering and domestic duties. We're almost too co-operative and flexible, which can be to the detriment of our own roles. There

are times when we need to put ourselves first."

David's passion for being a rep is clear. He believes it's important to get out there and get to the problems before they become an issue. He's dedicated and keen to encourage others to get involved and has recently helped recruit 12 new reps.



"The most enjoyable aspect of being a rep is being able to work with frontline staff who are always happy to see

you but can also be ready to challenge and have a good debate – there's never a dull moment. It's important that we let our members know what we can do for them and that we're there for them. You get back what you put in," he says.











## Today's activists Representing



— Julia —

Although it's not been in place for long, staff have already told me how the new process has given them the confidence to return to work sooner. Sickness levels have also decreased, so it's clearly working.

Using the checklist has helped identify other areas for improvement too. In the future we're going to develop new policy around harassment and bullying, and we also have exciting plans for a mediation service.



before their manager referred them for additional support.

The toolkit uses a checklist approach to problems, and by following this guide, we developed a fast-track referral process.

It was developed in partnership with staff and employers, and made sure that anyone with a stress-related issue was contacted by our occupational health team within 24 hours.

For me as a rep, this was hugely important. It gave staff the chance to speak to a health care professional and receive advice, information about talking therapies, or support in approaching their GP.

We've used the toolkit to safeguard funding for staff development, which will

continue to have an impact on retention.

My role as a rep often involves speaking to employers about some incredibly challenging issues.

However, this has been such a positive thing to bring to the table and it's

strengthened the partnership I have with the trust.

I was immediately supportive of the RCN's *Healthy Workplace, Healthy You* campaign. But it was only when I took the toolkit to my trust's health and wellbeing steering group meeting that I saw the true value of this project.

Last year staff absence due to stress was becoming a major issue. When a member of staff took time off, they could be absent for up to four weeks

Find out more about the Healthy Workplace toolkit at [www.rcn.org.uk/healthyworkplace](http://www.rcn.org.uk/healthyworkplace)



## A 21st century council



I'm proud the membership took the hard decision to agree changes that will strengthen the College for future generations.

Altering the role and structure of Council for the first time in nearly 40 years won't be easy.

As a result of the historic vote at the annual general meeting earlier this year, there will be fewer members on Council in the future but more members will be directly elected onto Council committees to make key decisions on behalf of members on our trade union and professional agendas. A smaller, more strategic Council will help make it more accountable and able to make better informed, faster decisions.

Work has now started to make these important and positive changes. I am confident that these will ensure that your views are better represented at the top table and your subscriptions will be spent to best effect.

## Dear future member...



"Your first-hand accounts will form an important historical record of not just how being an activist and nursing works today, but also the feelings and opinions of the people doing the job," said RCN Centenary Programme Manager Sarah Abley.

A selection of emails will be printed and stored in a sealed box in the RCN archives – with the instruction 'not to be opened until 27 March 2116', - the RCN's 200th anniversary.

Email [RCN200@rcn.org.uk](mailto:RCN200@rcn.org.uk) by 31 December. Visit [www.rcn.org.uk/future-nurses](http://www.rcn.org.uk/future-nurses) for guidance on writing the emails and for more information.

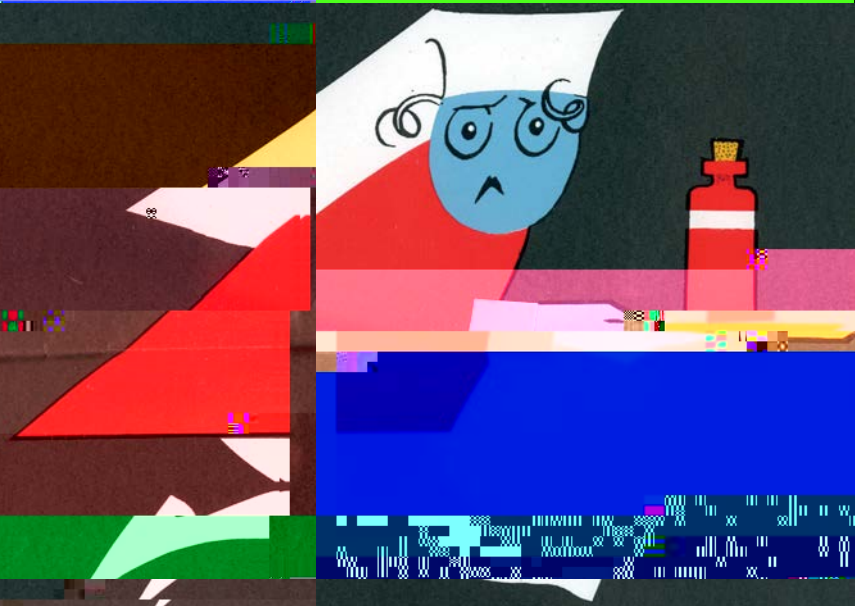
IS £6.14.0 A WEEK FAIR CASH-IN.

HAND FOR A REGISTERED NURSE

AFTER THREE SE

YEAR NG

harc,



RAISE THE ROOF!  
ALL NURSES DESERVE FAIR PAY