



spending up
on nursing pay

Students have their say on placement funding

RCN student activists have been speaking out about placements.

Rhys Mood, Gareth McLean and Charlotte Callow, who all sit on the RCN Students Committee, represented the RCN and nursing students when they attended a Health Education England consultation on the future of funding for placements.

Historically placement funding has been allocated based on the capacity an organisation has to host placements, whether or not placements are filled.

“We suggested the current funding of more than £3,000 a year per student should follow the student,” Rhys explained.

He believes funding should be more closely monitored. “It must be clear where placement money is being spent and that it’s being spent appropriately. I suggested the money could be spent on a supernumerary nurse who would act as a learning and development facilitator to work on a one-to-one basis with nursing students.”

Rhys says that it is important to get involved with consultations like this one. “If we let others speak on our behalf, the funding may not be used to support students in placements. We need to stand up for students.”

A report on the consultation is now being prepared.

Pay petition

In just four weeks more than 35,000 people have signed a petition calling for an end to the 1% cap on NHS pay increases. At 100,000 signatures, the petition will be considered for a debate in Parliament. Danielle Tiplady, who started the petition, said: “This is a huge achievement, but colleagues are struggling to pay bills and even turning away from the profession. It’s time Parliament debated why.” [Ao. \(m\) \(P\) \(w\) \(e\) \(n\) \(t\) \(e\)](#)

Steward highlights unfair pay in NHS

An RCN steward has highlighted the unfairness of nursing staff having to campaign for fair pay while some NHS board chairs receive huge pay rises.

Anne Wells, a steward at East and North Hertfordshire NHS Trust, where the RCN remains in dispute over a pension issue, said her new trust board chair’s salary has increased to £40,000 per annum.

Many of these roles are not full time positions and some individuals hold positions in more than one organisation.

“I keep thinking back to the Conservative party conference when Prime Minister Theresa May said that you will only get a pay rise if you deserve it,” Anne said. “Nursing staff are busting a gut and I’m getting a huge number

of distressed members coming into the union office saying they feel that they just can’t go on. This message makes me so angry.”

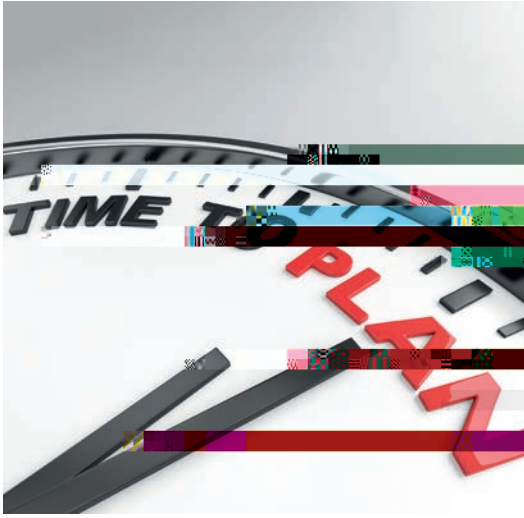
Branch funding

Branch administration funding is not changing. However, from January 2017 new arrangements replace historic funds. The equivalent of the historic funding is being allocated to boards based on £0.45 per member in each country and region to support branch activity. Your board will be letting you know how and when to apply for that funding.

VIEWS

Behind the scenes

ASK AN
ADVISER



Let's stand together

At the joint reps' conference in September, delegates were asked if they thought members were in a position to react if the Government chose to attack their NHS terms and conditions of employment. It was clear that more needs to be done to get members ready and make sure they understand the issues and consequences of not reacting. Your RCN UK Stewards' Committee is here to help. But we need information from you. What resources do you need on the ground? You are the local experts and I, along with Chair of RCN Council Michael Brown, believe you are the people who have the answers to the questions specific to your area.

Consider how you engage with social media, your

FEATURE

The pressure is on for today's RCN members. Workplace and domestic concerns can make members feel stressed and understandably worried. The RCN has experts to help you and them

As the first point of contact for so many members, you're the person who often has to deal with the brunt of their emotions. Add that to your already large workload and there's a danger you could feel you're reaching breaking point.

Get in the know

Janine Dyson, RCN England lead on devolution and integration, urges reps to find out more about their local Sustainability and Transformation Plan

What are these plans?

Almost one in three UK employees have experienced mental health issues at work, but most rate their organisations' support as substandard. Just 44% of workers responding to a Chartered Institute of Personnel and Development survey say they would feel confident disclosing unmanageable stress or mental ill health to their line manager or employer. Visit tiny.cc/cipd_mentalhealth

A report by the British Medical Association says that occupational health professionals should help employers to provide a "safe, healthy, age-sensitive and discrimination-free working

environment". The report also recommends that occupational health staff should help address prejudices relating to older workers, specifically noting that in most jobs, declining health has no impact on job performance or safety. Visit