## PROTECTING WORKERSERIGHTS

## **Royal College of Nursing**

The Royal College of Nursing (RCN) is the world's largest professional organisation and trade union for nursing staff, with members in the NHS, independent and third sectors. RCN Scotland promotes patient and nursing interests by campaigning on issues that affect members, shaping national health policies, representing members on practice and employment issues and providing members with learning and development opportunities. With over 40,000 members in Scotland, the RCN is the voice of nursing.

**RCN Position** 

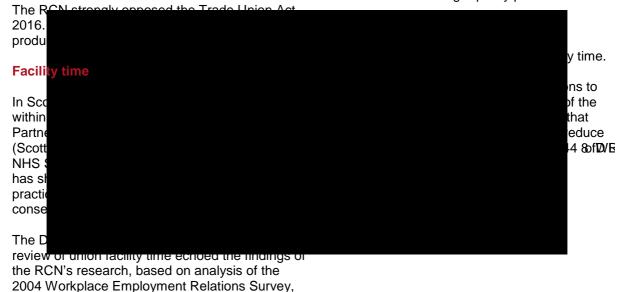
associated with:

Facility time for union representatives is linked to increased productivity, crucial in the NHS for delivering high quality, cost effective care.

Trade unions invest in their representatives bringing skills, knowledge and experience to the workplace and to partnership. This is a cost effective way of developing practice and managing organisations. Without this, alternative provision would be costly to employers and the tax payer.

## Improving patient care

Health care employees, union representatives and employers share a common goal to improve services and deliver high quality patient care.



lower voluntary exit rates, saving £72-£143 million annually in recruitment costs, and lower dismissal rates, saving £107-£213 million annually in recruitment costs

which found cost savings associated with union representation. It concluded that union activity is

lower rates of employment tribunals, saving the Government £22-£43 million annually

lower rates of workplace related injuries, saving employers £126-£371 million annually and

lower incidences of workplace-related illness, saving employers £45-£207 million annually.

For more information: www.rcn.org.uk/scotland