

## RCN Nurse in Management and Leadership Forum Annual Report 2023

The Nurse in Management and Leadership Forum (NMLF) steering committee's work aims to represent and serve our forum membership as nurse managers and leaders across the health and social care system.

The steering committee is comprised of seven members. We had 5 members for most of this year and as the year closes, we are pleased to report that we have recruited to the seven steering committee roles for 2024.

We are saying goodbye to Craig Davidson and to myself, Sally Bassett as our terms of office come to an end in December 2023. Our thanks to Craig for all his support. As the chair it has been a pleasure to serve the forum and lead the steering committee over the last eight years. Four of these years I have also served as the Forum Chairs Committee Chair. Steering committee member Rabina Tindale takes on the chair role from January 2024.

The committee held its annual strategy day in March and met a minimum of 6 times during the year and was compliant with quoracy requirements once during the year this was primarily due to work pressures. However, actions discussed at non quorate meetings was cascaded to all steering committee members via email to progress the work of the forum. Additional project and Congress planning meetings were also held.

At the strategy day in March 2022, we reviewed the committee's progress and reflected on our achievements in 2022 and explored opportunities to increase forum activity that align with the four pillars of the RCN strategic priorities which are:

- Provision of education and learning
- Setting clinical standards and supporting practice
- Active personal and workplace support
- Influencing and shaping policy

As a committee we reviewed and agreed that in accordance with our terms of reference that as a forum our purpose continues to be to:

- Formulate thinking and responses to current health care challenges.
- Interpret information to influence practice and care delivery.
- Be a conduit for management and leadership information to our members.
- Influence and challenge professional thinking and responses relating to management and leadership policy and development.
- Recognise and advance the capabilities and potential of our members to deliver excellent leadership and management.
- Connect forum members and encourage engagement across all networks.

The steering committee agreed to continue to focus on our two previously agreed priority areas:

- Contributing to cultural intelligence and inclusive leadership through equality, inclusion, and diversity
- To support the development of the emergent and the maturing of peoples of leadership regardless of role and throughout their career pathway

Key areas of focus at our strategy day were:

1. What went well for the forum steering committee and forum members in 2022. What gets in the way of us achieving our aspirations and what helped.
2. We reviewed and developed our plans to host an equality diversity and inclusion conference in the context of inclusive leadership.





## Congress 2023

In preparation for representing NMLF members in voting on resolutions at Congress we held an online open meeting for all members to discuss opinions and views on the resolutions to inform our voting position. This approach to member engagement was good practice.

The funded congress places included three forum members, the aim had been to support four forum members, but plans changed at the last minute, so we were able to fund three committee members to attend as well.

- Sally Bassett
- Liam Williams
- Rabina Tindale
- Phillip Winterbottom
- Joyce Mathews
- Goncalo Ribeiro

The forum successfully ran and supported 5 Learning & Wellbeing events working in partnership with other professional forums and supported Congress agenda item for debate including:

That this meeting of RCN Congress affirms that the strength of the Royal College of Nursing comes from its dual function as a professional body and a trade union.

We supported this resolution. The strength of the RCN is reinforced by being a professional body and a Trade Union, each arm should support and inform the other. As a college we have rightly expended many resources to support our industrial action. In the past, the professional arm has had less gravitas than the Trade Union arm, within the College. Significant step changes have been made and there is more progress to be made. Union representatives have justly had a right to paid time off to carry out TU activities since 1975. There is no such right for professional activity. Our medical colleagues are contractually entitled to 30 days professional, or study leave within a 3-year period. Recognising that radical changes to Agenda for Change or other employment terms and conditions are not going to happen overnight. We also asked Council to consider exploring professional leave agreements in organisations where we work in partnership.

That this meeting of RCN Congress discusses the case for a separate nursing pay spine within Agenda for Change.

There is no argument that Agenda for Change in the NHS is overdue a review and needs overhauling to adequately recognise and remunerate the knowledge, skills, behaviours, experience, and professionalism of nursing colleagues. As it does not currently fulfil this need. However, we do not work in isolation as a profession. We work as part of a multi-professional team for patients. Creating further division between professions serves no benefit to patients. Different pay scales for multi-professional colleagues working side by side, is not inclusive, does not foster a sense of belonging in our teams and is not in the best interests of anyone.

Reflections on our congress contribution are shared here by Liam Williams a steering committee member:

Attending Congress for the first time in many years was a great experience, catching up with old colleagues and meeting with new ones! I attempted to speak on several items but was only successful in talking to the Resolution on Corridor Care and was surprised to find the experience more emotive than I expected; I speak about the harm that comes to patients from ambulance delays because of ambulance crews not being able to release patients to the Emergency Department all the time, however, on this occasion, talking to a room of colleagues about the need for us to view the harm

across our NHS at a system level and knowing that we are all experiencing incredibly challenging times had a deep resonance. I also spoke on a panel as a Forum Committee member about the use of social media