



d'Ub WfYUbxI gYci f'dUfhW'U'g.]`gUbXYI dYfhgY
]b Y Wmj YXY]j Yfm5`dYcd YbYXXh YVghWUbWg'
]b`]ZzUbXk YVY]Yj Y]b'dc]Wk` \]W'dfy Ybng'
]bYei U]hYg'UbX]bWYUgYg'Yei U]hmfWw] b]gYg'
Xj Yfg]m'UbX'YbUVYg]bW' gcb"K YUgc' WY]Yj Yh'Ui
Wja UHYWUb] Yi bXXfa]bYg'h Yj Yfnzi bXUjcbg'
cZ\YUh' UbXh'YY Wg'UFYg'hlc' VYWHUg'fcd\]W
]Zk YXc' bchUmbck "K Y\Uj YUj]HU'fc'Ylc' d'Uhb'
dfchW]b] UbXdfca ch]b] 'di V]WYUh']b'h YZW
cZh YgY'h fYUg"

=b U` WfWa g'UbWgzk YI dYm'Ubn] cj Yfba Ybhc'
`YU\cbYg'zcdYb Wbj YfgUjcbgk]h' h'Ydi V]WbX'
k]h' bi fg]b]": cf'g'Zhm'UbXci h'Wa Yg'U] Yk YbYXX
WXX]VYg'fUM] m'UbX]bj Yga YblzZ'ca' dfYj Yb]cb'
h'fci [\ 'lc' dU']Uj YWfYz'UbXUgc']b'ci f'dYcd Y
`YU]b] UbXXY]j Yf]b] 'h]g'WfY'DYcd Yk\c bYXX
g'fj]Wg']

K YUFYdfYgYbhUy Yfnig]U YcZdYcd Yg'
`j Yg'K cf_]b] k]h']bX]j]X] UgzZa]`Yg'UbX
Wja a i b]h]Yg'zk YUFYUih'Y\ YfhcZa i 'h!
X]g'Wd']bUfm'WfYh'Ua g'UbX'Y Yfm'd\ng]W'UbX'
a YbHU'\YUh' 'ci fbYm'K Y_bck h'YWUb]]b] '
UbX]bWUg]b] bYXX'g'cZdYcd Y]b'h'YI ? "K Yg'Y
dchb]U Zcf'VYHf' WfYz'UbXXYg]]b\ck 'lc' Xc'
h]b]]g'X] Y'Ybhm'K Y`YU'X'g'fj]Wg'UbX'g'g'h'a g'z'UbX'
k]h']b'a i 'h]X]g'Wd']bUfm'Ua g'k Ykcf_'lc] Yh' Yf'lc'

THE ISSUES

We are proud of our profession and we are passionate advocates. There are specific things we need

Ci f'a Ucf'df]cf]m'UW'cgg'h'YI ?]g'g'U b] 'lc'
Ybg' fYg'U'UbXY Wmj YWfY]b U` g'Yh]b]g' h'Y
f] [\ hbi a VYg'cZbi fg]b]]g'U z'k]h' h'Yf] [\ hg_]`g'
Uh'h Yf] [\ h]a YUbX]b'h'Yf] [\ hid'UW]g'Yg'Yb]U'
Zcf'g'U'UbXY Wmj YWfY]b U` \YU'h' UbXWfY
g'fj]Wg'K \Yb'g'fj]Wg'UFYi bXYfg'U Yz'dUjYbhi
g'Zhm'UbXWfY]g'Wa dfca]g'X" Gc']g'ci f\YU'h'
UbXk Y`VY]b]]g'bi fg]b] 'dfcZ'gg]cbUg'

K YbYXXa cfYbi fg]b] 'dfcZ'gg]cbUg]b'h'Y
kcf_ZcfW]b'cfXf'lc'g' ddcfhci f'g'V'hm'i
M'h'h' YFUFYg'Y YFyg'cfHU] Yg'UW'cgg'U` g'Yh]b]g'
UbX] Yc[f'Ud\]Yg'"
I bdfWXXYb'h'X'bi a Vfg'fYdcfh'V f'bc'i h'DYcd Y
k\c'i g'Y\YU'h' UbXWfYg'fj]Wg'bYX'a cfYz'UbX
k'YXYg'fj YVYHf'"

the European Union. We have called for a People's Vote on the final Brexit deal since May 2018.

6fY]ha i gh]b'bc k UnfYg' 'h]b. UX]i h'cb'cZU]f'Ya d'cna Ybhd'fUM]Wg'zk UHfYXXckb\YU'h' UbX'g'U'mi
g'UbX'U'X'g'UbXkcf_Yfg'f] [\ hg^ Uj YUXYf]a Yb]U']a dUM'cb'ci f'UW]]hm'lc' HUW'YW'a a i b]WVYX]g'YUg'g'
UbX'di V]WYU'h'zcf'dfYj Ybh'W'cgg]VcfXf'Yl WUb] YcZ_bck `YX] YUbXg_]`g'"5bmZ hi fYf'UXYXYUg'a i gh'
bchbY] Uj Yn]a dUM'ci f'UW]]hm'lc' dfc]]XY'g'U'UbXY Wmj YWfY'

Our manifesto outlines five areas where we expect action.

They are:

1. Addressing nursing workforce shortages
2. Investment in health and social care services
3. Investing in our nursing education and professional development
4. Building a fit for purpose immigration system that enables nursing
5. Improving our working conditions and pay for all nursing and care sta

1 Addressing nursing workforce shortages

staffing which compromise patient care and right staff, with the right skills, in the right Individual nurses, nursing staff and the public short staffed.

- @Y |gU|cb |b YUW`cZh YZi f`Wi blf|Yg` YbUV|b|`gUZYbXY YWij YWFYzk \ |W|bW XYg` WUf`a YWU|ga gZcf`kcf`ZcfWd`Ubb|b|`UbX` UWwi bHUM`|hm`
- 5`Zi f`; cj Yfba Yblg`lc \ Uj YUbU|cbU` kcf`ZcfW`gfuH|`nrk \ |W`UXFYgg`Yg`g`cfH|`Yg` UbXgc`i`hcbgzi`bXf`gWfYX`Vrldedi`U|cb|` VUg`XbYXGa`cXY`|b|`"

2 Investment in health and social care services

=bj Yg|b|`|b`ci f` \ YUH` UbXWfYg`fj |Wg`|g`Udc`|hW` Wc|W`K`YbYXg`g`U|bYX`|bj Yga`Ybhlc`|a`dfcj`Y` |j`Ygza`U|bU|b`UbX|`fck`Ug`|`YXkcf`ZcfW`UbX` g`UdYg`fj |Wg`lc`a`Yh|h`YbYXg`cZci`f`dcdi`U|cb`" H`YUffU|`Ya`Yblg`Zcf`Z`bX|b|`g`MhYa`Yblg`Zcf` Bcfh`Yfb`f`Y`UbX`Z`Gwh`UbX`UbX`K`U`Yg`UfY`Wa`d`Y`" H`Y`cgg`cZ9I`Z`bX|b|`b`YXg`lc`VYZ`n`fYd`UWX` Vnrh`YI`?`;`cj`Yfba`Ybhgc`h`Uih`Ygc`VU` |bZ`Ug`fi`Wi`fYU`ck`|b|`d`Ycd`Y`lc`UW`Wgg`di`V`|W` g`fj`|Wg`UbX`i`bX`fd`|bb|b|` \`YUH`UbX`k`Y`VY|b|` |g`bch|ffYj`c`W`m`XLa`U`YX`<`YUH`z`gc`VU`WfY`

UbX`di`V`|W`YUH`UfYXj`c`j`YX`a`Uhm`f`g`|b`K`U`Yg`z` G`Wh`UbX`UbX`B`cfh`Yfb`f`Y`UbX`H`Y`dfc`dcg`YX` I`?`G`UfYX`Dfc`gdYf`|hm`i`bX`a`i`gh`fYg`d`Y`Mh`Y` Xj`c`i`h`cb`g`MhYa`Ybh`UbX`h`Yfc`Yc`Zh`Yb`U|cbU` [`cj`Yfba`Yblg`Ug`h`YXj`YcdYf`UbX`X|g`f|Vi`hcf`cZ` h`Yg`YZ`bXg`|b`YUW`Wi`blfr`z`lc`Ybg`f`Y`Y`W`Mj`Y` dc`|W`|bX`|bj`Yga`Ybh`"

- 5`Wa`a`|la`Ybhlc`|`fYUhf`|bj`Yga`Ybh|b` \`YUH` `UbXWfYg`fj |Wg`U`c`gg`h`YI`?`|b`|b`Yk`|h`f`|g|b|` dcdi`U|cb`b`YX`"
- ;`fYUhf`f`Ubgd`UfYb`W`Z`ca`h`YI`?`;`cj`Yfba`Ybh` cj`Yf`a`Yh`cXg`Zcf`Yg`U`|g`|b|`Z`bX|b|`Zcf` Xj`c`j`YX`U`a`|b|g`f`U|cbg`z`UbX`Zcf`U`c`W`|cbg` lc`UW`f`U`Y`n`f`Y`U`W`|bX`g`d`YU`lc`h`Y`Y`j`Y` cZ`|bj`Yga`Ybh`f`Yei`|fYX`lc`XY`|j`Yf`ei`U`|hm` |a`d`Ya`Ybh`U|cb`cZY`W`Mj`Ydc`|W`|bX`Z`bX|b|` |b`YUW`Wi`blfr`h`"

Investing in nursing education and professional development

enough nursing staff to meet the needs of the access to adequate financial support for tuition

;`cj`Yfba`Yblg`a`i`gh` \`Uj`Yfc`Vi`g`id`Ubb|b|` UffU|`Ya`Yblg`Zcf`dfY`UbX`dcg`h`fY`|g`f`U|cb` YXi`W|cb`lc`Ybg`fYh`Uih`YFY`UfY`bci`[` \` bi`fg`Yg`lc`di`h`ci`f` \`YUH`UbXWfYk`cf`ZcfW`cb`U` g`U|b`U`V`YZ`ch|b|`"

7`cb|h|bi`|b|`Dfc`Z`gg`|cbU`8`Yj`Ycda`Ybh`f`7D8`E` YbU`Yg`i`g`lc`Xj`Ycd`ci`f`WfYf`g`z`V`W`a`Y` g`d`Y`U`|g`g`z`X`Y`g`|`b`UbX`X`Y`|j`Yf`|b`bcj`U`h`j`Ya`c`X`Y`g` cZ`W`f`Y`H`Y`f`Y`|g`bc`f`Y`h`b`h`cb`cZ`W`f`f`Y`bh`g`U`UbX` bc`f`U`g`Z`fa`U|cb`cZ`g`f`j`|W`X`Y`|j`Yf`nrk`|h`ci`h`7D8`"

;`cj`Yfba`Yblg`UbX`Ya`d`c`m`f`g`a`i`g`h`g`i`d`dc`f`h`i`g`lc` UW`W`gg`i`W`bh`Y`j`Y`g`c`Z`7D8`Z`bX|b|`z`U`cb|`g`X`Y` d`U`h`|bX`W`f`Y`f`X`j`Y`c`da`Y`bh`c`d`d`c`f`h`i`b`|h`Y`g`z`|b`U` a`Y`ub|b|`Z`Y`c`f`h`lc`f`Y`W`i`|h`UbX`f`Y`U`|b`h`Y` bi`fg|b|`k`cf`ZcfW`"

- 5`bi`fg|b|`g`i`X`Y`blg`lc` \`Uj`YUW`gg`lc`U`X`Yei`U`Y` i`W`bh`X`M`U`Y`Z`bX|b|`Z`7D8`Z` bi`fg|b|`g`U`z`|b`U` \`YUH`UbXWfYW`h|b|`g` U`cb|`g`X`Y` Xj`Ycda`Ybh`c`d`d`c`f`h`i`b`|h`Y`g`" i`bX|b|`a`i`g`h` fYfU`Y`cb`a`cXY`|b|`cb`Z`h`i`fYW`f`j`|W`UbX`"

A fit for purpose immigration system which enables nursing

IN WALES

Addressing nursing workforce shortages

RCN members helped secure the first law in Europe for safe and effective nurse staffing: The Nurse Staffing Levels (Wales) Act 2016.

< YUh VcUFXgbck \Uj YU`Y[U Xi hmtc'a cb]kcf`

UbXHU_YUM]cb'cb'gU b["Yj Yg"Ci f'a Ya VfgUFY
Wbh]bi]b[hc Wa dU[b Zf'GM]cb' 6'cZh Y5W
hc VYh hbXXhc'ch Yf UFYUg]bW X]b[W]XFyb'
hi fgY [VR XY fYUxi Qg'\YBd `g"V; hZg °

With a membership of around 435,000 registered nurses,

Bcj Ya Vvf`

FcnU`7c`Y[YcZBi fg]b[

`7Uj YbX]g\ `Gei UfY

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K ; ` FB

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