



Royan College  
of Nursing





- 4.4. The Chair expressed his sadness at the AGM having to be held online for the second year running due to the COVID pandemic.
- 4.5. In his presentation he highlighted the growth in membership over recent years and the consequent growth in income.
- 4.6. It was explained that the annual report and accounts were available to download from the meeting platform and from the RCN website.
- 4.7. The Chair also explained that the RCN Group was made up of four entities, the RCN charter body, the RCN Foundation, an independent charity, RCNi which produced Nursing Standard and a range of professional journals, and which was now moving into new digital products, and RCN HoldCo through which the RCN worked with an external firm of lawyers to handle personal injury claims.
- 4.8. The vast majority of the RCN's income of £81m came from membership subscriptions.
- 4.9. The RCN Foundation had an income of £6.7m which was a mixture of donations and investment income.
- 4.10. RCNi's income was £11.6m and RCN HoldCo's income was £285k.
- 4.11. This created a combined Group income of £96m. After expenditure of £84.4m this left a surplus of £11.2m. The surplus was due in part to the impact of COVID, and reduced levels of expenditure in areas such as events and travel and accommodation, as well as investment gains.
- 4.12. Members were asked to note the work the RCN Group had undertaken on its ethical investment policy.
- 4.13. The staff pension fund was noted as the RCN's single biggest financial risk but the deficit on the fund had now been reduced to £0.
- 4.14. It was also highlighted that the gender pay gap had been almost eliminated.
- 4.15. Members were asked to note that the RCN's Reserves were higher than forecast and provided a solid financial basis to the recently announced Industrial Action Fund of £35m, the largest in the UK.
- 4.16. It was also noted that the RCN had not increased subscriptions for six years.
- 4.17. Gordon Lees asked if the RCN would be supporting those members who did not wish to have a COVID vaccine.
- 4.18. In response Graham Revie, Chair of the Trade Union Committee, explained that the RCN's position was to support an individual's right to choose whether they had the vaccine or not, and would oppose any move by Government to make vaccines compulsory for health care staff.
- 4.19. Annie Ming asked about a pensions consultation and whether the RCN would be updating members on a weekly or monthly basis.
- 4.20. Graham Revie explained that the 2019 Mcleod/Sargeant judgment ruled that the manner in which transitional provisions had been implemented had given rise to unlawful age discrimination. This would be redressed across all public sectors, and the RCN would update members when there was more information.
- 4.21. He explained that it was expected that the pensions authorities would update members on their pension status every two years, and they may need to take individual action as they approached retirement age.
- 4.22. More information was available on the RCN website.
- 4.23. Donato Tallo highlighted the importance of RCN workplace reps and asked what the RCN was doing to highlight the benefits of their role.
- 4.24. The Chair of the Trade Union Committee stressed that a key area for the RCN was to lobby for increased facilities time in order to give Reps the time to carry out their role. Learning and development for Reps was also important as was staff support and mentorship.



- 5.15 The Chair of the Governance Support Committee, Geoff Earl, clarified that Standing Order 5.5 related to standards of behaviour. He also explained that to be in the Nurse member category of the RCN members had to be registered with the NMC. Should an individual be struck off the register they would also, therefore, be removed from membership of the RCN.
- 5.16 The RCN was also at liberty to report members to the NMC if appropriate.
- 5.17 It was explained that members had been consulted on the new Code of Conduct and the Member Resolution policy, and the amendment to the Standing Order was the only remaining action arising from the work.
- 5.18 Cynthia Davis asked for clarification on the process if allegations of unfitting conduct were made against a member of Council or the Chair of Council.
- 5.19 The Chair of Council explained that the new policy and process ensured that there would be a fair and independent process conducted by an external panel.
- 5.20 Ian Norris asked for clarity on the difference between misconduct and gross misconduct, and Christina Sosseh asked for further information about the meaning of suspension from the roll. It was confirmed that this was explained within the new policy but the definition was not at hand. The information would be provided in the Q&A after the AGM.
- 5.21 It was also confirmed that the resolution rthe r e de f r

- 5.29 The Chair of the Trade Union Committee confirmed that ICN had a relationship with the International Labor organisation.
- 5.30 A statement from Geoff Earl, Council member, was read out.
- 5.31 This argued that less costly alternatives could have been considered and that the ICN membership fee structure discriminated against larger membership organisations. It also stated that ICN had not been able to demonstrate its effectiveness as an organisation. In addition a number of governance issues should be resolved and he was concerned that ICN did not recognise Nursing Support Workers or Nursing Associates.
- 5.32 Consequently, Geoff Earl would be voting against the resolution.
- 5.33 Anthony Johnson asked whether the RCN had considered an alliance membership of ICN and asked for clarification on the pros and cons of such membership.

5.34 In respect of the fee structure the President clarified that the structure had been amended in 2015 and that it was now capped at a ceiling of 10% of

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- 5.44 Rachel Lloyd-Giles asked why the RCN had left ICN and had the decision been related to Brexit.
- 5.45 It was confirmed that the decision in 2013 had been related to the cost of the ICN subscription fee. There had also been concerns over the effectiveness of the organisation and governance.
- 5.46 Paul Brown commented that the issue was cost and not whether there was an alternative.
- 5.47 Felicia Cox asked whether consideration had been given to working with Unison and Unite to join as a collective. It was confirmed that no such discussions had taken place.
- 5.48 John Hill commented that he believed the RCN would obtain better value for money by recruiting more full-time officers.
- 5.49 Mike Travis asked about the ongoing cost to the RCN over and above the subscription fee. It was confirmed that there would be minima
- 5.49









To reinstate the cycle of half of Council being elected every two years at the Council elections due to be held in 2023 as follows:

Four year terms (1 January 2024 to 31 December 2027)

Eastern	Northern
East Midlands	Northern Ireland
London	

