

Activate

V | 11N | 11 July 2017

and for



RCN members and supporters are set to take part in even bigger pay day demonstrations a month after taking to the streets to protest against the 1% cap on nursing pay. Last month large demonstrations took place outside the Department of Health in London, the Scottish Parliament in Edinburgh and outside NHS offices and hospitals in more than 30 UK towns nationwide.

Just a day after the protests, a proposal to scrap the public sector pay cap was narrowly defeated in Parliament. Public sector pay remains in the news with key members of the cabinet indicating they would support scrapping the cap. The Chancellor says he is sticking to the austerity plan, but the RCN has vowed to keep up the pressure as we prepare our evidence for the pay review body round which is just beginning to hot up.

RCN General Secretary Janet Davies said: "It's welcome that the Government has said it will listen to the pay review body's evidence but it must also act on it. The RCN will play its part in showing ministers how they can address the real-terms loss of earnings – worth £3,000 a year - since 2010."

At the beginning of the month the Nursing and Midwifery Council revealed an increase in the number of nurses and midwives leaving the professional register, while at the same time, numbers joining have slowed down. The figures also show more British nurses are moving to work abroad. The RCN said that patients are paying the price for the Government's failure to plan for the future.

"Theresa May can't wait months to lift the pay cap and bring people into nursing. She must take action to reverse this trend immediately," Janet added.

Read more inside and visit www.rcn.org.uk/scrapthecap



T / s g O

Members are taking part in events throughout the UK to celebrate lesbian, gay, bisexual, and transgender (LGBT) culture and pride.

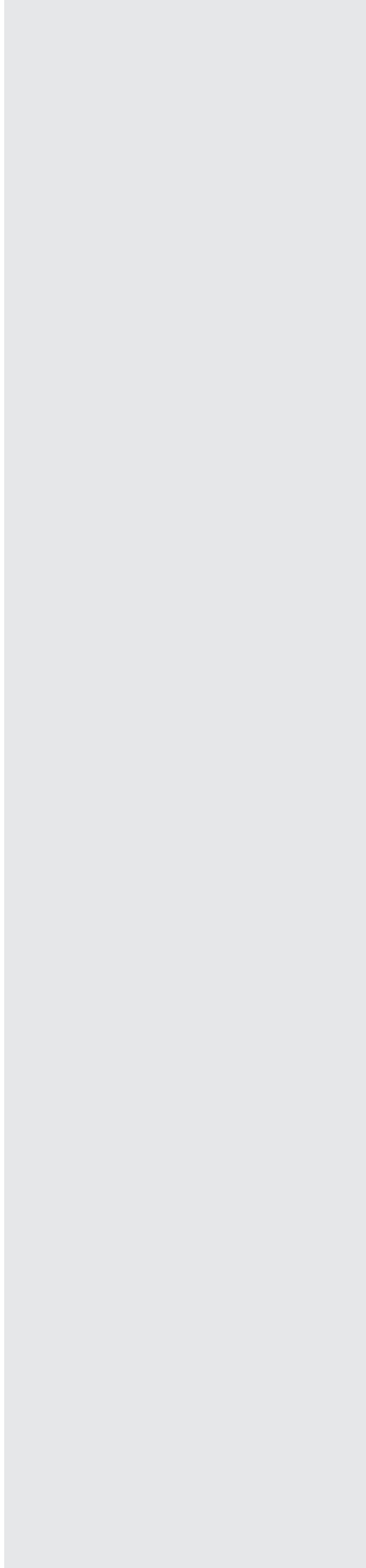
RCN rep Billy Nichols went to the inaugural Flintshire Pride with colleagues and fellow RCN members from his health board.

“A number of members came to see us and said: ‘I’m in the RCN and I’m really glad you’re here supporting the LGBT community and making yourself visible,’” said Billy.

He added: “I think rural Pride events



Members have a chance to shape what the future of nursing education will look like by coming along to one of a series of workshops where they can inform the RCN’s response to the NMC consultation on standards for nursing education. This is an important opportunity to help ensure the RCN’s response reflects the views of a wide range of health care professionals. www.rcn.org.uk/education-workshops





As an employee in the private sector, it may come as a surprise to some to learn that I've recently completed a 12-month NHS leadership programme with the Open University. It was hard work but it has helped me tremendously in all sorts of aspects of my work. I've worked in many different leadership roles, including as a ward sister, but this was a great opportunity to brush up my skills.

The main thing I took away from the experience was being able to reflect on myself as a leader. I've asked myself if I'm actually listening to what people are saying and this has really helped me develop my people skills. I've looked back and thought about whether I could have listened better. That, in particular, has helped me recently in supporting my colleagues with revalidation.

The course covered a lot about using people's skills and how we can empower staff and members. One of the things I learnt was that I'm not just here to do everything myself. It's about asking if there's anything I can help with, rather than telling people what to do.

I would recommend the course, through the Open University or the NHS, to anyone who wants to polish up their leadership skills. It really has helped me on a very practical level and I've been able to use what I learnt in many of my roles, including that as East Midlands representative on the RCN UK Learning Representatives Committee.

Visit www.rcn.org.uk/leadership

Marva Duncan, RCN learning representative

Once someone has left a job, can pay be claimed for leave they didn't take? In

, the Advocate General gave an opinion on this important issue.

Mr King was employed as a salesman from June 1999. He was only paid commission and never paid for annual leave. He was dismissed in October 2012.

The Employment Tribunal awarded Mr King compensation for both unpaid and untaken annual leave during the course of his entire employment. [ahe.1p\)nyment.](#)



Pay for NHS nursing staff has been capped since 2010. At the same time, the cost of living has gone up, meaning a real-terms pay cut of 14%. The pay cap not only leaves members struggling financially, it devalues nurses and nursing.

New figures published by the Nursing and Midwifery Council (NMC) show an increase in the number of nurses and midwives leaving the register, while at the same time, numbers joining have slowed down. This has resulted in an overall reduction in the number of nurses and midwives registered to work in the UK.

And because there are not enough nurses, patients cannot get the care they need.

We need to build public support to put pressure on the UK Government to scrap the cap on public sector pay.

Our Summer of Protest is not industrial action. We are campaigning to put pressure on the Government to scrap the cap. We want members, the public, and the media to understand why it's important to support our campaign and stand up for nursing staff and for patients. If the Government doesn't listen members may be asked about taking industrial action in the autumn.

Tip: Ask members to send a message on a campaign postcard to their MP (there are 50 in your campaign pack and you can order more by emailing publications@rcn.org.uk).



Underfunded
NHS
care
decisions
acceptable
evidence

Josie Irwin, RCN Head of Employment Relations

Tip: Talk about the pay cap.

- Talk about the pay cap.
- Raise your profile.
- Take part in local events.
- Spread the word on social media.
- Keep in touch with other members.

Tip: Wear your scrap the cap badge at all times.



