

## 2013 BRIEFING PAPER

### CNF Board

#### Expanding membership categories

I was asked to prepare a Briefing Paper in relation to expanding CNF membership categories for the consideration of the Board. There are a number of factors outlined below which need to be considered when reflecting on the Briefing Paper. Please read the suggestions in conjunction with the existing CNF Constitution.

1. A survey of members overwhelmingly supported a change of name for the CNF to the Commonwealth Nurses and Midwives Federation. This is OK and nothing for the CNF Board to be concerned about as all it reflects is being inclusive. As a result of the feedback from members, a constitutional amendment to change our name will go to the 2014 CNF Biennial Meeting. However, this has implications for membership.
2. The CNF has to be pragmatic in exploring all options for increasing income. Expanding membership categories will increase income.
3. The days of 'one country, one vote' are long gone. The majority of CNF decisions (apart from Board elections) are done by consensus. The CNF does not want to be in the same difficult position as the ICN in relation to membership. We can show the way to a membership and voting system that is fair and inclusive.
4. The suggestions below are a first attempt to come to grips with expanding membership categories. Your comments and thoughts and concerns are very welcome. Let's really think about: how we can be inclusive; how we can reach out; how we can increase income; and how we can remain relevant in a competitive global environment.
5. Please do not worry about the numbering. It is irrelevant at this point. Please contact me if you require any clarification of the points outlined below.

#### MEMBERSHIP

- 6.1 There will be the following categories of membership:
  - Full members
  - Affiliate members
  - Associate members
  - Individual members - 'Friends of the CNF'
- 6.2 Full membership shall be open to one national nursing association in each Commonwealth country. Such an association shall have objectives, which are in accord with those of the CNF. Where more than one national nursing association exists, the Board shall have absolute discretion in determining which association is to be accepted into full membership.
- 6.3 Full membership shall also be open to one national midwifery association in each Commonwealth country if such an association exists. Such an association shall have objectives, which are in accord with those of the CNF. Where more than one national midwifery association exists, the Board shall have absolute discretion in determining which association is to be accepted into full membership.
- 6.4 Each Commonwealth country shall have no more than two full members being one national nursing association if one exists; and one national midwifery association if one exists.

- 6.5 Each Commonwealth country shall hold two votes. One vote shall be held by the national nursing association and one vote shall be held by the national midwifery association. Where the national nursing association is also the national midwifery association as evidenced by the words 'nurse or nursing' and 'midwife or midwifery' in its official title, then that association shall hold two votes.
- 6.6 Affiliate membership shall be open to other national nursing or midwifery associations in Commonwealth countries which are not full members. This may include national nursing and midwifery regulatory authorities, nursing and midwifery educational institutions, or specialist national nursing or midwifery associations. Affiliate membership shall also be open to any group of nurses who satisfy the Board that, in a Commonwealth country where no national nursing or midwifery association exists, they are working toward establishing an association whose objectives would accord with those of the CNF.
- 6.7 Affiliate members shall be entitled to attend, participate, and contribute to the discussion and debate in CNF Biennial and other meetings but shall not be entitled to vote or nominate to the position of President, Vice President or Regional Board Member.
- 6.8 Associate membership shall be open to international or regional nursing or midwifery organisations or international, regional or national health related organisations. These organisations may be in the public, private, not-for-profit, non-government, religious or charitable sector and may not necessarily be located in Commonwealth countries.
- 6.9 Associate members shall be entitled to attend, participate, and contribute to the discussion and debate in CNF Biennial and other meetings but shall not be entitled to vote or nominate to the position of President, Vice President or Regional Board Member.
- 6.10 Individual membership shall be open to individual nurses or midwives who subscribe to the objects of the CNF. Individual members shall be called 'Friends of the CNF'. Individual members may not necessarily be located in Commonwealth countries.
- 6.11 Individual members shall be entitled to attend, participate, and contribute to the discussion and debate in CNF Biennial and other meetings but shall not be entitled to vote or nominate to the position of President, Vice President or Regional Board Member.
- 6.12 Applications for full membership shall be considered by the Board, which shall be authorised to accept or reject applications from associations on the basis of the following criteria:
- 6.12.1 The association's constitution, regulations or rules should define objects which are not in conflict with the purpose and objects of the CNF as set out in Articles 3 and 4.
- 6.12.2 If the association is a section of another health workers organisation, the section should have its own separate regulations, which are not in conflict with the purpose and objectives of the CNF as set out in Articles 3 and 4.
- 6.12.3 The association should be controlled by nurses, gaining its authority from its members, and speak on nursing matters.
- 6.12.4 The association should be the most representative of nurses in the country, according to the definition of a nurse in Article 1.
- 6.13 Applications for affiliate membership shall be considered by the Board, which shall be authorised to accept or reject applications from associations based on the following criteria:

- 6.13.1 The association is not eligible for full membership.
- 6.13.2 The association is a national nursing or midwifery association in a Commonwealth country, or a national nursing and midwifery regulatory body, or a nursing and midwifery educational institution.
- 6.13.3 No national nursing or midwifery association exists and the group is working toward establishing a national association whose objectives would accord with those of the CNF
- 6.14 Applications for associate membership shall be considered by the Board, which shall be authorised to accept or reject applications from associations based on the following criteria:
  - 6.14.1 The organisation is not eligible for full membership.
  - 6.14.2 They are an international or regional nursing or midwifery organisations or an international, regional or national health related organisation.
- 6.15 Applications for individual 'Friends of the CNF' membership shall be considered by the Board, which shall be authorised to accept or reject applications from associations based on the following criteria:
  - 6.15.1 They are a nurse or midwife as defined within this Constitution.
- 6.16 Any association or individual wishing to withdraw from membership shall give twelve months' notice in writing to the CNF Executive Secretary. There will be no refund of membership fees to any association or individual resigning from membership.
- 6.17 In the event of any country leaving the Commonwealth the CNF Board shall make a recommendation, to be confirmed by a vote of the CNF full membership, regarding the continuation of the existing membership in the CNF of the CNF member in that country.

## VOTING

- 10.1 Only full members who are financial at the time of the vote will be entitled to vote.
- 10.2 Each country which is in full membership shall carry two votes. If there is only one full financial member in a country at the time of the vote, that full member shall carry two votes. If there are two full financial members in a country at the time of the vote, each full member shall carry one vote.
- 10.3 Affiliate members do not have a vote.
- 10.4 Associate members do not have a vote.
- 10.5 Individual 'Friends of the CNF' members do not have a vote.

## ELECTIONS

- 10.1 Only full member associations, which have paid subscriptions for one year prior to elections, are eligible to submit nominations for the position of President, Vice President or Regional Board

Member.

## PROPOSED MEMBERSHIP FEES 2014-2016

### Full members

▶ Up to 500 members	£100
▶ 501-1000 members	£150
▶ 1,001-5,000 members	£200
▶ 5,001-10,000 members	£250
▶ 10,001-20,000 members	£500
▶ 20,001-50,000 members	£800
▶ 50,001-75,000 members	£1,000
▶ 75,001-100,000 members	£1,500
▶ 100,001-150,000 members	£2,000
▶ 150,001-200,000 members	£2,500
▶ 200,001 +	£3,000

### Affiliate members

▶ Up to 500 members	£80
▶ 501-1000 members	£120
▶ 1,001-5,000 members	£160
▶ 5,001-10,000 members	£200
▶ 10,001-20,000 members	£400
▶ 20,001-50,000 members	£640
▶ 50,001-75,000 members	£800
▶ 75,001-100,000 members	£1,200
▶ 100,001-150,000 members	£1,600
▶ 150,001-200,000 members	£2,000
▶ 200,001 +	£2,400

### Associate members

▶ Regional nursing or midwifery organisations	£500
▶ International nursing or midwifery organisations	£1,000
▶ Regional health related organisations	£800
▶ International health related organisations	£1,600

### Individual members

▶ Two year membership	£80
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