**Grants/Awards and CPD**

**You said and we did.**

At BACCN congress 2018 in Bournemouth we invited all attendees to a focus group to allow us to engage with members concerning our Grants, Awards and CPD opportunities that we provide for BACCN members. Following this consultation with our members/attendees the feedback was collated and presented to the National Board for discussion and agreement.

**You Said: You said the terms used were confusing which included Awards, Grants, CPD award and Scholarships.**

We have streamlined the terms which now just includes Grants and Research Awards. This has included updating the terms and conditions which just uses the terminology of “Grants” or Research Awards. This should reduce confusion of the terminology used.

**You Said: The Grants are not well advertised.**

We have made the Grants and Awards section on our new website more easily identifiable and is more intuitive to navigate. The terminology of the awards has been streamlined making it less confusing to what opportunities we have available to our members. The website takes you easily to our terms and conditions which have also been updated following consultation with our members. We are also using our social media channels such as Twitter and Facebook to advertise our Grants which is a BACCN benefit. We are also publishing Grant feedback in our journal and newsletters from our members following them attending a congress or education event. Grants are frequently advertised through all our communication channels with members sharing their experiences of how BACCN Grants have provided opportunity to enhance their learning and development. **You can review this at https://www.baccn.org/grants/**

**You Said: The Grants were limited in what you could do with a maximum of £500.**

Following your feedback, we have increased the maximum limit to £1000 per single grant application. This allows applicants to be able to be able to apply for necessary fees for travel, hotel and congress fees as part of the same application.

**You Said: To provide study skills for members who are not familiar with Higher Education study.**

This was discussed at length at board and it was agreed that the BACCN should not be responsible for providing study skills courses for nurses as part of their preparation for academic study. Higher Education institutions have academic resources available for this which may include, online resources, books, course material and study support centres to support nurses with study skills. The majority of hospitals also have education centres which frequently offer study support. It was also agreed that if an employer is supporting an employee for a period of higher education study then both the employer and the academic institution should be providing the necessary study skills for the nurse.

**You said: We should target longstanding members.**

All our members are entitled to apply for a grant whether they are relatively new member or longstanding. Grant awards are a BACCN membership benefit and applications are open to all members as per our terms and conditions.

**You said: To have the option of providing a bursary or internship to support a salary of a member to undertake a service improvement project to allow their time to be backfilled.**

This was discussed at length at board meeting. Due to the BACCN being a charity, the BACCN do not have the funds available to provide reimbursement of salary time to back fill a member to do a service improvement project. The amount of money to replace a salary is high and the charity funds to achieve this are not available. The board also felt that if the improvement project was essential for service provision, then the organisation should be providing the funds to support the project rather than the BACCN.

**You said: An award could be provided for a member who has written an interesting clinical case study.**

The board reviewed this suggestion and advised that this maybe also applicable for a member to submit to our journal rather than developing an award system for the best written case study. The journal is open to the submission of clinical case studies with reference to contemporary literature and the journal team can assist new authors with publications.

**You said: BACCN could offer an award for the best re-validation reflection.**

The board reviewed this feedback. The purpose of a reflection is that it maybe personal to the nurse and may expose some areas of individual learning and reflection which the member will not want to share with a wider audience. The 5 reflection papers are a mandatory requirement for nurse revalidation with linking the incentive of possibly providing a financial reward for what is a mandatory requirement was felt not appropriate to support with charity funds. The number of members willing to share their reflections would likely to be limited.

**You said: On the BACCN conference marketing information could reference be made that members could apply for a Grant to attend.**

For the 2018 and the 2019 conference information has been provided on conference marketing material reminding members that they can apply for a grant to attend BACCN conference.

**You said: Why does the BACCN not pay for higher education modules as part of an academic degree pathway.**

As part of the international and UK strategic decision to make nursing an all graduate entry profession, then the NHS or employers should be providing financial resources to allow nurses to obtain academic qualifications and modules. For post graduate qualifications such as M level study towards advanced practice or non-medical prescribing qualifications, if the employer has deemed this essential for their service provision/improvement then the employer has a responsibility to fund and support the employees qualification if it will directly benefit the organisation. The BACCN is a charity with limited financial resources and it does not have the funds available to support nurses on undergraduate or post graduate higher education modules towards an academic award.

**You said: Some members cannot afford to pay the fees up front and then claim back.**

As the BACCN is a charity it must ensure transparent financial governance is followed. As part of our terms and conditions, we need to ensure that there is evidence that the course or event has been attended or undertaken by the member until payment is provided. Evidence needs to be provided by receipts or certificates following attending the event as per our T&Cs this is to avoid us potentially paying for an event and the applicant then not attending where the funds could have been used to provide a grant to another member.

**We have updated our terms and conditions of Grants and Research Awards. If you would like to find out more about applying for a Grant then please visit our website: www.baccn.org/grants/**

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BACCN Professional Advisors, National Board.