



Council

**Minutes of the open meeting of Council held on Thursday 23 April 2015
at RCN HQ, 20 Cavendish Square, London W1G 0RN**

Present:

Michael Brown (Chair)	Scotland
Lorrae Allford (Vice Chair)	South West
Cecilia Anim	President
Professor Rod Thomson FRCN	Deputy President
Kevin Bell	Northern Ireland
Tracey Budding	West Midlands
David Cardwell	Health Practitioner
Gill Cort	East Midlands
Fiona Devlin	Northern Ireland
Sylvia Duvall	Student
Carol Evans	Eastern
Brendan Garry	Student
Rachel Greaves	South East
David Harding Price	East Midlands
Gaynor Jones	Wales
Anne Kennedy	Yorkshire & the Humber
Joanne Kerr	Northern
Gordon Lees	Northern
Brendan McIlmurray	Health Practitioner
Andrew Nelson	Northern
Ian Norris	London
Margaret North	South West
Andy Patrick	Scotland
Sylvia Simmons	South East
Christine Thomas	Wales
Roy Tomlinson	Yorkshire & the Humber
Mike Travis	North West
Sue Warner	West Midlands
Anne Wells	Eastern
Stuart McKenzie	Chair of RCN Congress (non-voting)

Secretary to the Council:

Dr Peter Carter OBE Chief Executive & General Secretary

Members in support of the meeting:

Jane Denton Chair of the Fellows Co-ordinating Committee
Janet Holt Chair of the Ethics Committee

Executive staff in support of the meeting:

Jane Clarke Director of Governance Support
Chris Cox Director of Legal Services
Janet Davies FRCN Director of Nursing and Service Delivery
Tina Donnelly Director, RCN Wales
Tim Golbourn Director of Finance and Corporate Services
Theresa Fyffe Director, RCN Scotland
Fiona Johnson Director of Communications
Janice Smyth Director, RCN Northern Ireland

In attendance:

Bernell Bussue Regional Director, London
Jeannett Martin Regional Director, South West

Staff in support of the meeting:

Carolyn Croton Governance Administrator
Carolyn Munton Head of Marketing and Business Development
Siobhan Smyth Governance Adviser

Observers:

Ruth Burey Professional Learning and Development
Facilitator
Gill Coverdale Professional Lead for Education
Lin Clarkson GMB General Secretary
Harvey Morgan Member of the Council Review Group
Katie Osbourne Nursing Standard

Welcome and apologies for absence

The Chair welcomed everyone to the meeting. Apologies had been received from Peter Walsh. David Cooper and Tom Sandford were also unable to attend.

Declarations of interest

There were no declarations of interest in any items on the agenda.

1. Report of the Confidential meeting

- 1.1. Council agreed the report from the confidential meeting that had been held on the previous day subject to correcting the fact that the AGM was to be held in Bournemouth.

2. Update from the Chief Executive & General Secretary

- 2.1. Peter Carter invited any questions from the meeting.
- 2.2. Lora Allford asked how significantly health featured on the agenda of the major political parties in the run up to the General Election. Peter Carter confirmed that it was one of the main political battle grounds and that the RCN was regularly asked to comment on the promises being made by political parties.
- 2.3. In response to a question from Mike Travis it was noted that all the political parties had said that they had no intention of undermining the core principles of the NHS.
- 2.4. Mike Travis also asked for an update on lobbying to address the lack of workforce planning and the subsequent cost of agency nursing in the NHS. Peter Carter referred to the report by the RCN Policy department, *Fragile Frontline*, which had demonstrated that there were now fewer nurses and not enough training places. The Government had refused to comment on the report and, it had therefore, received limited media coverage. The RCN had also published figures to project the bill paid by the NHS to agency workers and for agency fees.
- 2.5. There was a discussion on comments made about health care services in Wales and Peter Carter reported that he had written to the Prime Minister to challenge the inappropriate language used and the inaccurate comments.
- 2.6. Council members also commented on the difficulties nurses were experiencing in accessing affordable housing and the rising costs of

living and travel to work. Peter Carter was asked to highlight these issues in RCN lobbying work.

3. Communications Update

- 3.1. Fiona Johnson, Director of Communications updated Council on the *Nursing Counts* campaign and significant communications activity in the build up to Congress.
- 3.2. The hustings event at RCN HQ had been very well attended with positive commitments from the panellists to our manifesto priorities and a real sense of energy and engagement from the members who attended. Updates were also provided on events in Scotland and Wales.
- 3.3. Tracey Budding asked for an update on the work on Council communications and it was suggested that a survey of Council could be conducted to identify any further information they required.
- 3.4. Ian Norris suggested tracking candidates' promises in the lead up to the General Election in order to hold them to account in the future. Michael Brown confirmed that the Parliamentary Team were working on collating all the pledges that were being made.
- 3.5. Council also noted the increase in the use of social media to communicate with members on key issues.

4. Reports

Nursing Practice and Policy Committee

- 4.1. Ian Norris, Chair of NPPC, reported on the key outcomes from meetings held on 4 December 2014 and 19 March 2015.
- 4.2. In December the committee had received a presentation on the implications for the nursing workforce of the seven day care proposals and the evidence the RCN had submitted to the NHS Pay Review Body for 2015.
- 4.3. They had also received a progress update on the development of the RCN Education Strategy, noted the interim report of the National Advisory Group for Cultural Alignment, and received a number of updates on ongoing work including activity against the Knowledge and Innovation Action Plan 2014-18.
- 4.4. In March 2015, the committee had received a presentation on the key findings of the *Shape of Caring Review* and split into groups to

discuss where there were opportunities for RCN members to get involved in the follow up work.

- 4.5. The committee had endorsed an updated RCN position statement on Health Care Support Workers (HCSWs) administering the live attenuated influenza vaccine programme for children and young people.
- 4.6. In March, the committee had received feedback from the first meeting of the Clinical Advisory Group and noted the Summary Report of the evaluation of the Pre-Nursing Degree Care Experience Pilot.

Membership and Representation Committee

- 4.7. Anne Wells, Chair of MRC, gave an update on the key items that had been addressed at the meetings on 3 December 2014 and 18 March 2015.
- 4.8. The committee had discussed the *Pay for excess hours worked* campaign and had welcomed the unforeseen benefits of the campaign in uncovering poor practice, which had opened up opportunities to discuss safe staffing with employers.
- 4.9. There had been a discussion on the pay offers across the four countries for 2015/16 and noted that all four governments are looking for a conversation about Agenda for Change going forward.
- 4.10. The committee had also discussed the increase in cases about paying back overpayments. It had been agreed that a Task and Finish Group should be set up to pull together good practice and formulate a 'good practice' overpayments policy document. This group included representation from the UK Stewards Committee.
- 4.11. There had been updates on the *What is discrimination?* campaign and how the committee could be involved.
- 4.12. The committee had also been updated on the role of representatives and discussed the different types of work they might do outside of case work. They had agreed the next steps on the mentorship and supervision projects and discussed the importance and value of RCN stewards using the RCN case management system.
- 4.13. Janice Smyth informed Council that work was underway to amalgamate the two reporting systems currently used to analyse the recording on A2Zs on the Case Management System. This would enable staff to produce more comprehensive reports on information

that was being captured by officers and representatives using to A2Zs.

- 4.14. The committee had discussed the impact of immigration laws on non-EU nurses and Council noted that a resolution on this issue was on the Congress agenda.

International Committee

- 4.15. Janet Davies provided an update on the meeting held on 19 January 2015. The committee had discussed the feedback from Fellows and other members who had attended the International Reference Group meeting in November on the RCN's future international priorities.
- 4.16. The committee had also received an update on Transatlantic Trade and Investment Partnership (TTIP) activity since the launch of the RCN position statement in October.
- 4.17. In addition, the committee had received a presentation on the World Health Organisation (WHO) global reform agenda and the work of European Forum of National Nursing and Midwifery Associations (EFNMA) within the WHO European region.
- 4.18. A brief had been provided to the committee on the RCN contribution to the management of Ebola Virus Disease (EVD) and an update had been received on the EU Joint Action on Workforce Planning and the wider EU Health Workforce Action Plan.
- 4.19. Finally, the committee had received an update on progress with the international development project in Zambia (ZUNO project).

Ethics Committee

- 4.20. Janet Holt, committee chair, updated Council on the meetings on 21 November 2014 and 16 February 2015. It was noted that three new members had been welcomed to the committee; Jeanette Foley, Zoe Lambert and Judith Dyson.
- 4.21. The committee had received a presentation on the RCN's approach to the management of its investment portfolio and endorsed its current approach and statement of investment principles.
- 4.22. The committee had also discussed the terms of reference for the newly established Ethics Network which will act as a sounding board for the Committee. Its inaugural meeting will take place on 11 September 2015.
- 4.23. The committee had discussed the requirement for members to disclose payments received from pharmaceutical companies to be introduced in 2016.

- 4.24. Council agreed that the RCN should adopt a stance of transparency in relation to fee payments and to encourage members to co-operate fully with the new requirements to disclose payments received.

Health Practitioner Committee

- 4.25. Brenda McIlmurray, Chair of the Health Practitioner Committee, reported that the committee had met on 1 and 2 December 2014 and 13 April 2015.
- 4.26. The committee had had a discussion on the introduction of the Care Certificate and the implications for existing staff.
- 4.27. They had also reviewed their work-plan and discussed plans for Congress 2015. Committee members had held a useful discussion with the communications team about how terminology used in all RCN publications could be more inclusive of HCAs.
- 4.28. The committee had discussed holding an event in the Library and Heritage Centre on the evolving role of HCAs and APs.
- 4.29. At their April meeting the committee discussed the *Shape of Caring Review*.
- 4.30. It had also been agreed that the committee should carry out a joint piece of work with the Ethics Committee to develop a version of the ethical impact assessment tool for HCAs to inform the decisions they make on a daily basis to support the guidance that is currently being revised on accountability and delegation.

Students Committee

- 4.31. Brendan Garry, Chair of the Students Committee, provided a report on the meetings on 9 January and 19 February 2015.
- 4.32. New members had joined the committee in January so the primary purpose of this additional meeting was induction and to agree the student programme for Congress.
- 4.33. The first item on the February agenda had been the RCN's international strategy and the work being done internationally for students. They had also discussed the RCN's future engagement with the European Nursing Student Association (ENSA).
- 4.34. It was reported that RCN Student members were now associate members of the NUS. The committee had also discussed how the Committee could support a campaign being led by the Vice President for Health Education with Kings College, London Students' Union to improve the engagement and representation of nursing students within student unions across the UK.

- 4.35. The committee had received an update on the *Shape of Caring* review and noted progress on the development of the questionnaire for circulation to universities to scope the clinical skills that are currently taught as part of all pre-registration programmes in the UK.
- 4.36. They had also agreed next steps on projects to review the role of the Student Information Officer and to prepare guidance on how to make sure practice placements are successful. Jane Clarke explained that this review and would help to link this role into the new local networks.

Students Governance Group

- 4.37. Council noted the reports from SGG on their meetings on 4 December 2014 and 19 March 2015.

Fellows Coordinating Committee

- 4.38. Jane Denton FRCN, Chair of FCC, reported on the meeting held on 2 February 2015.
- 4.39. The committee had discussed progress on the RCN End of Life Care Project and agreed to make this the topic of the Fellows event at Congress 2015. In addition the committee agreed that the next full Fellows meeting would focus on the RCN's role in nurse education.
- 4.40. The committee had also been updated on the next steps following the Fellows summit in December 2014 on the care of older people, and had received feedback from the most recent meeting of the RCN Centenary Planning Committee.

Agenda Committee

- 4.41. Stuart McKenzie, Chair of Congress, updated Council on the work of the Committee leading up to 2015 Congress. He highlighted the exceptional amount of engagement there had been with the submitting entities that had, and continued to, inform the arrangements for Congress.
- 4.42. Council discussed the running order of the Congress agenda and noted that this would be now published on the RCN website with the proviso that the order would be subject to change by Congress itself.
- 4.43. It was noted that the events programme was published on the RCN website.
- 4.44. The Chair of Congress advised Council that emergency items received would not be considered until the committee met on 20 June.

National Pensioners Convention

- 4.45. Council noted the detailed update from the representatives on the National Pensioners Convention. Elections for those representative places would be held later in the year.
- 4.46. Council heard that Dot Gibson, the Chair of the NPC would be speaking at an event at Congress hosted by the RCN representatives on the Convention.

RCN Foundation

- 4.47. Council noted the report from the Chair of the Board of Trustees of the RCN Foundation.
- 4.48. Jane Clarke highlighted that the Chair of the Board and the Chair of Council were holding regular meetings and work had started on a new facilities agreement between the two organisations.

President

- 4.49. When introducing her report Cecilia Anim highlighted the E-FGM program launch and the TTIP seminar. She also asked Council members to encourage Members to attend the Carol service to be held in December 2015.

Deputy President

- 4.50. When introducing his report Professor Rod Thomson FRCN highlighted the Inaugural Award of Fellowships by the Faculty of Public Health.
- 4.51. He also commented on the development of the new Southern General Hospital and paid tribute to the work of staff and representatives involved in protecting the terms and conditions of members who were being transferred to the new premises.
- 4.52. The Chair closed the meeting.

Date of next meetings: 21 June 2015 and 22 and 23 July 2015

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