



Council

Minutes of the open meeting of Council held on Thursday 3 December 2015 at RCN HQ, 20 Cavendish Square, London W1G 0RN

Present:

Michael Brown	Chair, Scotland
Lors Allford	Vice Chair of Council, South West
Cecilia Anim	President
Kevin Bell	Northern Ireland
Tracey Budding	West Midlands
David Cardwell	Health Practitioner
Gill Cort	East Midlands
Fiona Devlin	Northern Ireland
Carol Evans	Eastern
Brendan Garry	Student
Rachel Greaves	South East
David Harding-Price	Honorary Treasurer, East Midlands
Gaynor Jones	Wales
Gordon Lees	Northern
Brenda McDonald	Health Practitioner
Stuart McKenzie	Chair of RCN Congress (non-voting)
Andrew Nelson	Northern
Ian Norris	London
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

Secretary to the Council Janet Davies FRCN, Chief Executive & General Secretary

Executive staff in support of the meeting:

David Cooper	Director of Organisational Capability and Change
Chris Cox	Director of Membership Relations

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Nicola Davis-Job	Associate Director (Professional Practice) on behalf of Tina Donnelly CBE, Director RCN Wales
Theresa Fyffe	Director, RCN Scotland
Tim Golbourn	Director of Finance and Business Enablement
Patricia Marquis	Interim Director RCN England
Garrett Martin	Deputy Director Employment Relations on behalf of Janice Smyth, Director, RCN Northern Ireland
Tom Sandford FRCN	Interim Director of Nursing and Service Delivery

Speakers and observers

Sarah Abley	Centenary programme Manager
Vicky Brotherton	Council member elect
Bernell Bussue	Regional Director, London
Nicola Clarkson	Facilitator of Professional Learning and Development
Cynthia Davies	Council member elect
Dave Dawes	Council member elect
Jane Denton FRCN	Fellows Convenor
Sarah Dodsworth	Regional Director, Northern and Yorkshire & Humber
Maureen Dolan	Agenda Committee member
Estephanie Dunn	Regional Director, North West
Alistair Kleebauer	Nursing Standard
Fiona Johnson	Head of Communications
Tony McGeown	Agenda Committee member
Julie Moktadir	Senior Immigration Adviser
Trevor Peel	National Pensioners Convention representative and Council member elect
Dominic Walsh	Agenda Committee member
BJ Waltho	Agenda Committee member
Karen Webb	Regional Director, Eastern
Maria Wilson	Manager RCN UK Case Management

Staff in support of the meeting:

Jane Clarke	Head of Governance
Julie Read	Governance Administrator
Siobhan Smyth	Governance Adviser

1. Welcome and apologies for absence

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- 1.1. The chair welcomed everyone to the meeting in particular the new Council members who were in attendance as observers ahead of their terms of office starting in January 2016.
- 1.2. Members of the new Agenda Committee were also welcomed as observers.
- 1.3. Apologies for absence had been received from Sylvia Duval, Anne Kennedy and Rod Thomson.
- 1.4. Nicola Davis-Job deputised for Tina Donnelly, CBE, Director RCN Wales and Garrett Martin deputised for Janice Smyth, Director RCN Northern Ireland.

2. Declarations of interest

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

3. Minutes of the previous meeting and matters arising

- 3.1. The minutes of the meeting held on 22 and 23 July were agreed as an accurate record of the meeting subject to amending the spelling of Brenda McIlmurray in the attendance list and minute 6.8.
- 3.2. There were no matters arising from the minutes of the previous meeting.
- 3.3. The Chair of Council gave a summary of the report from the confidential meeting that had been held on the previous day and this was approved by Council.

4. Update from the Chief Executive & General Secretary

- 4.1. Janet Davies gave her first update as Chief Executive & General Secretary to the open meeting of Council. Janet Davies thanked Council for their support as she settled into her role and asked members to provide feedback on any additional areas they would like included in her weekly updates. Key areas of work were highlighted as follows.
- 4.2. The new guidance for Revalidation is due to come into effect in 2016 and this is a significant achievement for the RCN which has rigorously supported and fed into the NMC consultations and pilots.
- 4.3. Council were pleased to note that the Nurse Staffing Levels (Wales) Bill was progressing to the next stage of plenary consideration of amendments.

- 4.4. Janet commended the Student Committee on their strong response to the loss of bursaries announced as part of the Comprehensive Spending Review. The Student Committee had led a petition which had secured a parliamentary debate in January. In addition an announcement had been made that morning of an out of session debate to be held on 14 December. A special meeting had been held of the Student Committee that morning to prepare key messages in the lead up to both debates.
- 4.5. It was noted that the RCN's position statement on Registered Nurses and Health Care Support Workers was available on the website. This work would be further developed in consultation with the Health Practitioners Committee. Council supported progression for Health Care Practitioners but did not support a substitution model or second level Registered Nurses

5. Centenary Update

- 5.1. Fiona Johnson and Sarah Abley provided an update on the preparations for the Centenary year. It was noted that David Cooper would be taking on the Executive Team lead for the Centenary after Fiona left the organisation at the end of the year.
- 5.2. Further events were in development and would be announced as the arrangements were finalised.
- 5.3. On behalf of the Health Practitioner Committee, Brenda McDonald asked for the opportunity to work with the Centenary Board to develop an event to recognise the evolving role of the HCA.

6. Reports

6.1. Nursing Practice and Policy Committee

- 6.1.1. Ian Norris, Chair of NPPC, reported on the key outcomes from the meetings held on 5 November 2015.
- 6.1.2. The committee had received a presentation entitled 'Moving Nursing Forward' which outlined plans for the year ahead and a timeline for development. The main themes were revalidation, credentialing, clinical fellowships and development of the clinical and political leadership programmes
- 6.1.3. There was a detailed update on NMC revalidation and the committee noted the areas in which RCN lobbying had influenced the final model and guidance.

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- 6.1.4. The progress reports on the work on items from Congress 2015 were discussed and agreed.
- 6.1.5. Committee members had expressed their disappointment that the Council of Deans had recommended that student bursaries be replaced with loans. The committee had discussed and endorsed the position paper on this issue and will continue to be involved in delivering the brief for further work in this respect.
- 6.1.6. The committee had reviewed the position statement on public health and the document was amended to clarify that its purpose was to set out the RCN's values on all public health issues. Council approved the revised statement on Public Health and Health Promotion.
- 6.2. **Membership and Representation Committee**
 - 6.2.1. Anne Wells, Chair of MRC, gave an update on the key items that had been addressed at the meetings on 4 November 2015.
 - 6.2.2. The committee had received detailed briefings on the pay review process across the four countries including an update on the position in Northern Ireland.
 - 6.2.3. There was a discussion on the next steps for the pay campaign and it was agreed a priority would be to get the public on board with the realities of working in the NHS at the present time and to highlight the increased responsibilities of nurses and HCAs.
 - 6.2.4. Recent lobbying on the Trade Union Bill was discussed and members would be kept informed of further activities as the Bill progressed through the House of Lords.
 - 6.2.5. The committee had reflected on the rising costs of agency nursing costs. Members had been very concerned that the proposed cap on agency nursing would affect staffing levels during the critical winter period. It was agreed that the RCN should formally respond to the TDA/Monitor proposal regarding a cap on agency and bank staff.
 - 6.2.6. The committee had approved the first reports on Congress 2015 items and Council noted that these had now been published on the website.
 - 6.2.7. Council received a detailed update on the work of the Member Representation and Support Programme Board and noted that close to 400 Stewards had now received equipment to support their use of the Case Management System (CMS). Work to develop a new Stewards Supervision and Support Service was underway and the

Programme Board would also be looking at how to include the activities of Learning and Safety Reps into CMS.

- 6.2.8. Further to the update in the report by the Chair of MRC, Council heard an update on the latest statistics and evidence relating to immigration and overseas nurses. The RCN would be submitting evidence to the Migration Advisory Committee on its review of the visa system and skills shortages.

6.3. **International Committee**

- 6.3.1. Cecilia Amin, President, reported on the activity of the International Committee. The committee had last met on 23 September and had been updated on the plans for the Commonwealth Nurses and Midwives Federation business meeting and conference which will be held in London in 2016. Three abstracts submitted by the RCN have been accepted for the conference.
- 6.3.2. The committee had also had a first discussion on preparing a draft strategy for the RCN's preparations for the EU referendum. The position of the RCN would be clarified following the outcome of further negotiations between the government and the EU.
- 6.3.3. Council noted the committee's ongoing work in relation to TTIP.

6.4. **Ethics Committee**

- 6.4.1. Council noted the report from the Ethics Committee which was introduced by Sue Warner. The committee had met on 6 October and had reviewed its successful seminar on 11 September about the deprivation of liberty standards.
- 6.4.2. The committee's next seminar will be on covert filming which was the subject of a debate at Congress 2015.

6.5. **Health Practitioner Committee**

- 6.5.1. Brenda McDonald, Chair of the Health Practitioners Committee reported on the key outcomes from their 27 August meeting.
- 6.5.2. The committee had discussed ideas and possibilities for promoting the role of HCAs to young people as a career. This was followed by a session on marketing and recruitment to increase recruitment of new HCA members to the RCN. The committee had heard about

some early successes with a pilot awareness campaign which utilised digital and social media channels.

- 6.5.3. The committee had also discussed how to attract more HPs to attend Congress and how to improve the presence of HPs at Congress.

6.6. **Students Committee**

- 6.6.1. Brendan Garry, Chair of the Students Committee, introduced the report of the meeting of the meeting held on 17 September. The committee had discussed proposed changes to mentorship and standards in supporting learning and assessment. There had also been an update from the National Union of Students' National Executive Council.
- 6.6.2. Brendan gave a verbal report on the special meeting that had been convened earlier in the day to discuss the RCN strategy on the government announcement about the abolition of the student bursary.
- 6.6.3. The committee had discussed its key messages in advance of the parliamentary debates on Monday 14 December 2015 and in January 2016. Further information about this work will be disseminated to RCN students via a variety of channels including social media and the website.

6.7. **Fellows Coordinating Committee**

- 6.7.1. Jane Denton FRCN, Fellows Convenor, reported on the meeting of the Fellows Coordinating committee held on 30 September 2015 when the committee had considered their plans for events in the Centenary year and the 40th anniversary of the Fellows.
- 6.7.2. Jane also reported on the full Fellows meeting on 11 November which had focused on the RCN's education priorities and in particular the proposals for credentialing and a clinical fellowship. Several of the Fellows had agreed to work with the College to help shape this proposal over the next few months.

6.8. **National Pensioners Convention**

- 6.8.1. Trevor Peel introduced the report from the elected representatives to the NPC. In particular, he highlighted the links that had been developed with the RCN Diversity Officer and the RCN Professional Lead for Older People.
- 6.8.2. Key issues for the NPC included plans to raise the affiliation fees, Pensions, TUC issues, Transport and responding to policy

developments. Elected representatives served on a number of the NPC's working parties which focussed on key issues in more depth.

- 6.8.3. It was noted that elections for the current representatives to the NPC were currently underway. Trevor would be standing down from his role as he had now been elected to RCN Council.

6.9. **President**

- 6.9.1. Council noted a report from President Cecilia Anim on her activities since the previous meeting.

6.10. **Deputy President**

- 6.10.1. A report from Professor Rod Thomson FRCN, Deputy President, was noted on his activities since the previous meeting.

7. **Any other business**

- 7.1. In view of current news reports, there was a brief discussion on the position of the RCN in relation to nursing in conflict zones and the treatment of refugees. Janet Davies agreed to review the joint statements between the RCN and European Federation of Nursing around these issues to promote the protection of health care professionals and vulnerable patients.
- 7.2. Council members expressed their thanks for the hard work of those members whose terms were coming to an end. The Chair of Council encouraged those who had served in elected roles to remain active in the work of the RCN and he also thanked those members of staff who were leaving the RCN and wished them well for the future.

Close of meeting

Date of next meeting: 2 March 2016

Siobhan Smyth

Governance Adviser

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