



Royal College of Nursing  
Shaping nursing since 1916

## Council

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**Minutes of the Open Meeting Held on Thursday 21 July 2016**

**At RCN HQ, 20 Cavendish Square, London W1G 0RN**

**Present:**

Michael Brown (Chair)	Scotland
Carol Evans (Acting Vice Chair)	Eastern
Cecilia Anim	President
Professor Rod Thomson FRCN	Deputy President
Trevor Allen	Eastern
Vicky Brotherton	South West
Tracey Budding	West Midlands
Elsbeth Caithness	Scotland
David Cardwell	Health Practitioner
Gill Cort	East Midlands
Dave Dawes	North West
Sylvia Duval	Student
Dr Matthew Hodson MBE	London
Gaynor Jones	Wales
Anne Kennedy	Yorkshire & the Humber
Gordon Lees	Northern
Brenda McDonald	Health Practitioner
Professor Janet Marsden FRCN	North West
David Miller	East Midlands
Maria Nicholson	South East
Trevor Peel	Northern
Carol Popplestone	Yorkshire & the Humber
Sue Warner	West Midlands

**Secretary to the Council:** Janet Davies FRCN

**Members and invited observers:**

Alistair Kleebauer	Nursing Standard
Jane Denton CBE FRCN	Convenor of Fellows
Robert Sowney	Chair of Trustees, RCN Foundation

### Executive team in support of the meeting:

David Cooper	Director of Organisational Capability and Change
Chris Cox	Director of Member Relations
Tina Donnelly CBE	Director, RCN Wales
Theresa Fyffe	Director, RCN Scotland
Tim Golbourn	Director of Finance and Business Enablement
Dame Donna Kinnair	Director of Nursing, Policy and Practice
Tom Sandford FRCN	Director, RCN England
Janice Smyth	Director, RCN Northern Ireland

### In attendance and staff observers:

Bernell Bussue	Regional Director, London
Estephanie Dunn	Regional Director, North West
Jane Hughes	Deputy Director of Communications
Patricia Marquis	Regional Director, South East
Jeannett Martin	Regional Director, South West
Glenn Turp	Regional Director, Northern and Yorkshire & the Humber
Karen Webb	Regional Director, Eastern
Ana Champou	Administrator, Nursing
Lorna Deans	Operations Manager, West Midlands Region
Deepa Korea	Head of the RCN Foundation

### Staff in support of the meeting:

Jane Clarke	RCN Group Secretary
Caroline Clinker	Governance Adviser
Carolyn Croton	Governance Administrator

### Apologies:

Lorrae Allford (Vice Chair)	South West
Kathryn Davies	Student
Cynthia Davis	London
Fiona Devlin	Northern Ireland
Siobhan Donald	Northern Ireland
Richard Jones MBE	Wales
Stuart McKenzie	Chair of Congress
Sylvia Simmons	South East
Professor Dame June Clarke FRCN	Chair, National Pensioners Convention
Sheila Marriott	Regional Director, East Midlands

## 1. Welcome and Apologies for Absence

- 1.1. The Chair welcomed everyone to the meeting.

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- 1.2. Apologies for absence had been received from Lorrae Allford, Kathryn Davies, Cynthia Davis, Fiona Devlin, Siobhan Donald, Richard Jones, Stuart McKenzie and Sylvia Simmons.
- 1.3. Professor Dame June Clark FRCN had also sent her apologies.
- 1.4. Sheila Marriott had also been unable to attend.

### **2. Declarations of Interest**

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

### **3. Minutes and Actions from the Previous Meeting**

- 3.1. **Decision: The minutes of the open meeting held on 28 April 2016 were agreed as an accurate record of the meeting.**
- 3.2. In relation to the actions arising from that meeting, it was noted that the proposal to amalgamate the RCN Foundation restricted funds would be circulated shortly.
- 3.3. There were no further matters arising.

### **4. Report of the Confidential Session of Council**

- 4.1. The Chair of Council read the report of the confidential meeting.
- 4.2. **Decision: The report of the confidential meeting was approved by Council.**

### **5. Chief Executive & General Secretary's Report to Council**

- 5.1. Janet Davies, Chief Executive & General Secretary, reported on the key areas of work since the April meeting.
- 5.2. Work was underway to take forward the 2016 Congress items and contact had already been made with the Department of Health in England and with Jeremy Hunt, Secretary of State for Health, regarding the proposal to close the nursing directorate policy unit in the Department of Health.
- 5.3. Council noted that Baroness Watkins of Tavistock was introducing a debate in House of Lords on the impact of Brexit on the NHS and social care that afternoon. It was expected that particular attention would be paid to the number of nurses from the EU working in the NHS, different healthcare systems, and the models of education that could worsen the current position.

- 5.4. Janet stated that she was also meeting Philip Dunn MP, the new Minister for Health, later that afternoon.
- 5.5. Council noted that the Government response to the bursary consultation was expected to be published later that day confirming that the Government would be going ahead with its plans to replace student bursaries in England with loans.

### **6. Communications Report**

- 6.1. Jane Hughes, Deputy Director of Communications, presented the communications report of the period between April and July 2016.
- 6.2. Jane explained that historically this report had always concentrated on activity in RCN HQ but that future reports would be broadened to include an overview of communications activity in all four countries and regions.
- 6.3. It was noted that activity for the past quarter had focussed on highlighting key issues such as student nurse funding, proposals to remove the nursing policy unit from the Department of Health, the value of nursing and the nursing team, and the importance of the taking part in the EU referendum.
- 6.4. Council was also briefed on the plans to test member views on Bulletin.

### **7. Reports**

#### **Nursing Practice and Policy Committee (NPPC)**

- 7.1. Janet Marsden, Joint Chair of NPPC, reported on NPPC's work since the previous meeting of Council.
- 7.2. She highlighted the discussions on the proposed new apprenticeship model and the new nursing associate role. NPPC had asked that the organisation continue to campaign strongly for an education structure that was appropriate for nursing as a profession.
- 7.3. The Committee was also concerned about proposals to cut health visitor numbers and had looked at future opportunities to influence the final decision.
- 7.4. Janet briefed the meeting on the 100 Nursing Secrets Project that had since been renamed 'Celebrating Nursing Practice: Showcasing the Nursing Contribution to High Quality Care' and asked that Council members supported the project by offering to mentor a successful nominee.
- 7.5. NPPC also requested that members of Council helped promote the RCN's International Centenary Conference being held in November 2016 through their own networks.

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- 7.6. Finally, Council heard that the Fellows 40<sup>th</sup> anniversary tea and public lecture on the ageing population challenge held at RCN HQ on 14 July 2016 had been well attended and very successful.
- 7.7. Council members were asked to support the Celebrating Nursing Practice project by mentoring successful applicants.
- 7.8. Council members were also asked to promote the RCN International Centenary Conference taking place in November 2016 within their own networks.

### **Membership and Representation Committee (MRC)**

- 7.9. Gordon Lees, Chair, reported on MRC's work since the previous meeting of Council. He informed members that the Equality Inclusion Task and Finish Group had held its first meeting and had started work on the equality and inclusion strategy and implementation plan. Gordon assured Council that the views of retired members would be taken into account by the Group.
- 7.10. MRC also discussed the impact of the EU referendum and the reports of very distressed overseas nursing staff. It had asked the RCN to give clear messages to reps about how best to support these members. Additionally, the Committee was concerned about the outcome of the referendum destabilising talks about the future of Agenda for Change.
- 7.11. It was noted that MRC had agreed to continue with its long term approach to national campaigning on pay through the Nursing Counts campaign and recommended to Council that there should be a parallel focus on locally led campaigning activity.
- 7.12. In order to build the RCN's capacity as a campaigning organisation, MRC had also recommended to Council a proposal from the UK Learning Representatives Committee to develop a new role for members who wanted to be active in campaigning or organising but did not want to take on the full representative role at this point.
- 7.13. Council noted that the Committee would be continuing to review the RCN's work in relation to the Trade Union Act, particularly the impact on facilities time, discussions on the definition of '*important public services*', use of electronic ballots, and thresholds for industrial action.
- 7.14. MRC was particularly pleased to report to Council that the RCN had now over 18,000 HCA members and that overall membership figures continued to rise.
- 7.15. **DECISION: Council agreed to support MRC and the UK Learning Representatives Committee in scoping the proposal to develop a new role for members who wanted to be active in campaigning or organising but did not want to take on the full representative role.**

### **International Committee**

- 7.16. Cecilia Anim, President, reported on the last meeting of the International Committee. It was noted that the main item on the agenda had been the RCN's ongoing work on EU and international recruitment.
- 7.17. The Committee had also discussed outputs from the EU joint action on workforce planning and a seminar that had been co-hosted by RCN Wales and the MEP for Plaid Cymru on the Transatlantic Trade and Investment Partnership (TTIP). It was noted that this had been very well attended and received positive feedback.
- 7.18. Better support for UK based RCN members involved in international volunteering and the challenges faced by UK trained nurses working in different settings was also discussed.
- 7.19. Council noted that feedback from the Global Advisory Panel on the Future of Nursing would be discussed at the next meeting following the Deputy President's attendance at a recent meeting in Amsterdam.
- 7.20. Council asked to be updated on discussions at the May meeting of the national ministries of health in relation to the EU Joint Action on Workforce Planning.

### **Ethics Committee**

- 7.21. Sue Warner, member of the Ethics Committee, reported on the Committee's third successful seminar which was held on 15 July 2016 in the RCN's new West Midlands office in Birmingham.
- 7.22. The subject of the seminar had been covert filming and surveillance in care homes to follow up the Congress 2015 resolution on this issue.
- 7.23. Council heard that the seminar had been well attended and received excellent feedback. Members had been very pleased that the RCN was undertaking work on this important issue.
- 7.24. It was hoped that one of the outcomes of this piece of work would be guidance for members on the use of surveillance cameras.

### **Health Practitioners Committee**

- 7.25. Brenda McDonald presented her final report as Chair of the Health Practitioners Committee prior to stepping down from Council to begin training as a registered nurse. She was thanked for all her hard work to date and wished well with her future studies.
- 7.26. Brenda updated Council on discussion at the April meeting of the Health Practitioners Committee which had been a very positive meeting because, for the first time, they had been joined by all the country and regional HP leads.

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Much of the meeting had been spent sharing information and discussing how they could work better together across the UK.

- 7.27. The Committee had also been excited to hear about the RCN's plans for developing leadership courses for HCAs.
- 7.28. The remainder of the meeting had focussed on the nursing associate consultation, the government proposals for apprenticeships and the impact of the new national minimum wage on healthcare assistants.

### **Students Committee**

- 7.29. Sylvia Duval, Chair, reported back from the two meetings of the Students Committee that had taken place since the last meeting of Council in April and May 2016.
- 7.30. The Committee had held workshop sessions at both meetings on the student bursary consultation and it was noted that the Committee had worked hard to promote the consultation on social media and amongst their own networks.
- 7.31. Council was briefed on the lobby of Parliament that Committee members had attended. Its aim had been to build cross-party support for the RCN position that the Government should halt its plans to end NHS bursaries until a long term, evidence-based, viable option had been identified. Council noted that although there had been some very good discussions, the Committee was very disappointed that some MPs had not attended.
- 7.32. The Committee had also focussed on the implications for nursing students of the latest government proposals on public sector apprenticeship targets.
- 7.33. The main item on the April agenda had been a discussion on how the Committee would like to work in the future. Council supported the suggestion that meetings should move around the UK in order to enable regional SIOs to attend and meet the Committee.
- 7.34. One of the key agenda items in May was a discussion on the possibility of rolling-out the West Midlands SIO Development Programme and Committee members had agreed to feed in comments on how the programme would need to be amended for SIOs in different countries/ regions.
- 7.35. Finally, the Committee had discussed plans to progress the outcomes of the practice based education summit hosted by the RCN in April 2016 and the outcomes of the student skills survey which would feed into the NMC's work on future standards.
- 7.36. Sylvia was congratulated on passing her final exams and achieving a first class honours degree.
- 7.37. It was requested that a Key Performance Indicator (KPI) about Student information Officers (SIOs) be considered.

### **Fellows Co-ordinating Committee**

- 7.38. Jane Denton FRCN reported back from the last meeting of the Fellows Co-ordinating Committee in May 2016.
- 7.39. At that meeting, the Committee had finalised arrangements for the Fellows 40<sup>th</sup> anniversary tea and public lecture on the ageing population challenge which took place on 14 July 2016.
- 7.40. Jane also reported on the Congress 2016 fringe event which had been held jointly with the Health Practitioners Committee on the role of the HCA in the nursing team and outlined plans to continue to work with the HP Committee.

### **RCN Foundation**

- 7.41. Robert Sowney, Chair of the Board of Trustees, updated Council on the activity of the RCN Foundation.
- 7.42. Council heard that the Foundation was refreshing its strategy. Over the next few months, trustees and staff would be discussing and formulating the charity's new priorities for the next few years.
- 7.43. In response to a question about how the Foundation might be able to support future student nurses in light of the changes to student bursaries, Council was reassured that this was something that the Trustees were very aware of and would be taking on board as part of its strategy refresh.
- 7.44. Robert highlighted some of the latest projects to receive support from the Foundation including the RCN's centenary project and public lecture series, the Healthy Weight Initiative project being delivered by C3 Collaborating for Health and London South Bank University, and a project to support the training of nurses in Bangladesh which the President had raised funds to support.
- 7.45. Council also noted that the Foundation was setting up a Wales Committee to help raise its profile across Wales and would be undertaking a project in Wales in partnership with the office of the Older People's Commissioner for Wales. It was also noted that there were similar plans to set up a Committee in Northern Ireland.

### **RCN President's Report to Council**

- 7.46. Council received the report from the RCN President, Cecilia Anim, and noted the key events and activities that she had attended to date during the RCN's centenary year.
- 7.47. Cecilia had met members in visits around the UK including Brighton, Belfast, Croydon, Plymouth and Bath. She had also taken part in demonstrations about

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the student bursary, and had attended the House of Commons to take part in an NSPCC event lobbying for support for children following abuse.

### **RCN Deputy President's Report to Council**

- 7.48. The Deputy President, Professor Rod Thomson FRCN, reported to Council on his main activities in support of the President, in particular his visits to the Welsh, West Midlands and North West Boards to discuss the recommendations of the Council Review Group and his attendance at a number of RCN centenary events.
- 7.49. On behalf of the RCN, Rod had also attended a seminar in Amsterdam that had explored the global future of nursing.

### **National Pensioners Convention**

- 7.50. Michael Brown, Chair of Council, presented the report of the National Pensioners Convention on behalf of Professor Dame June Clark FRCN. It was noted that members had continued to attend various meetings of the NPC as well as the Pensioners' Parliament in June in Blackpool.
- 7.51. Council noted that Gordon Lees, Chair of MRC, would be meeting with RCN retired members shortly to discuss how they engaged with the College.

## **8. Any Other Business**

- 8.1. At the end of the meeting, Council heard that the Government had announced its decision to go ahead and replace student bursaries with loans.
- 8.2. Council noted a concession, in relation to postgraduate students who would have access to a bursary for tuition and maintenance which would meet the full costs of the course for postgraduate pre-registration students starting in 2017/18 only. It was made clear that this would be a transitional arrangement to secure the longer term workforce supply and the intention was for these courses to eventually fit the standard student funding model. The Government had however also accepted that the proposed funding model would not be appropriate for some healthcare courses
- 8.3. Council asked the Chief Executive & General Secretary to make it clear how incensed the RCN is that the Government did not feel it appropriate to take into account the letter signed by so many allied health professions asking them to undertake further work on the impact of these plans before introducing the changes.

**Date of Next Meeting: 8 December 2016**

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