



Royal College of Nursing  
Shaping nursing since 1916

## Council

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**Minutes of the open meeting held on Thursday 28 April 2016**

**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
Trevor Allen	Eastern
Vicky Brotherton	South West
David Cardwell	Health Practitioner
Gill Cort	East Midlands
Cynthia Davis	London
Dave Dawes	North West
Fiona Devlin	Northern Ireland
Siobhan Donald	Northern Ireland
Carol Evans	Eastern
Gaynor Jones	Wales
Richard Jones MBE	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
Sylvia Simmons	South East
Sue Warner	West Midlands

**Secretary to the Council**

Janet Davies FRCN

**Members observing**

Board members (see appended list)

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### 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

### Speakers and observers

Bernell Bussue	Regional Director London
Jack Cutforth	Media Officer
Alistair Kleebauer	Nursing Standard
Deepa Korea	Head of RCN Foundation
Jane Denton CBE FRCN	Chair of Fellows Coordinating Committee
Patricia Marquis	Regional Director South East
Jeannett Martin	Regional Director South West
Glenn Turp	Regional Director Northern and Yorkshire & the Humber
Paul Vaughan	West Midlands
Kate Vine	Assistant Media Officer
Karen Webb	Regional Director Eastern

### Staff in support of the meeting

Jane Clarke	Head of Governance
Carolyn Croton	Governance Administrator
Siobhan Smyth	Governance Adviser

### Apologies from Council members:

Tracey Budding	West Midlands
Elsbeth Caithness	Scotland
Kathryn Davies	Student
Sylvia Duval	Student
Dr Matthew Hodson MBE	London
Stuart McKenzie	Chair of Congress (non-voting)

#### 1. Welcome and apologies for absence

- 1.1. The Chair welcomed everyone to the meeting.
- 1.2. Apologies for absence had been received from Tracey Budding, Elspeth Caithness, Kathryn Davies, Sylvia Duval, Matthew Hodson and Stuart McKenzie.

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### **2. Declarations of interest**

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

### **3. Minutes and actions from the previous meeting**

- 3.1. **Decision: The minutes of the open meeting held on 3 December 2015 were agreed as an accurate record of the meeting.**
- 3.2. It was noted that the actions from the meeting had been reviewed at the confidential meeting of Council held in March 2016.
- 3.3. There were no matters arising from the minutes of the meeting.

### **4. Report of the confidential session of Council**

- 4.1. The Chair of Council presented 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 March meeting.
- 5.2. Regular meetings were being set up between RCN, RCNi and RCN Foundation to discuss and agree at a strategic level those activities we should be working together on to deliver our shared objects as a Group in the most effective way we can.
- 5.3. Work was underway to develop a commercial strategy which would reduce the organisation's dependency on member subscriptions and ensure subscriptions could continue to be maintained at the lowest possible level. A report on this work would come to a future Council meeting for discussion and decision.
- 5.4. A great deal of work had been undertaken to provide support for members on Revalidation.
- 5.5. Janet Davies also highlighted some of the key challenges for the RCN which included the recruitment of members, recruitment of representatives, and responding to the growing impact of integration and devolution.
- 5.6. RCN Country Boards had prepared manifestos and briefings in advance of the upcoming elections and building their relationships with likely new politicians. Members had given very positive feedback on the value of the briefings that had been prepared.

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- 5.7. There had been discussions held across RCN to inform the response to the HEE consultation on the new Nurse Associate role. This had now been submitted and further work would take place when they published their report on the consultation.
- 5.8. The RCN's interim position on the future of student funding had been published. Janet emphasised that it was important to engage as many members as possible on this issue to inform the RCN response to the consultation on the implementation of the new funding arrangements.
- 5.9. Janet also reported some of her recent external engagements, including giving evidence to the Home Affairs Department to inform their work to develop a funding model for the College of Policing and explained her recent comments on the need for more nursing research.

### **6. RCN Northern Ireland Pay Campaign**

- 6.1. Council received a report on the Northern Ireland Pay Campaign. It was noted that the success of this campaign had been achieved through the strong leadership from the Board and wide engagement with and from our members.
- 6.2. Council congratulated the staff and members who had contributed to the success of this campaign.

### **7. Reports**

#### **7.1. Nursing Practice and Policy Committee**

- 7.1.1. Sue Warner, joint Chair of NPPC, reported on the areas of work by the committee.
- 7.1.2. At their last meeting the committee had discussed the 2016 priorities for Nursing and had focused in detail on credentialing and clinical fellowships.
- 7.1.3. They had received updates on the election campaigns in Scotland, Wales and Northern Ireland, and the content of the RCN manifestos and briefing documents.
- 7.1.4. The committee discussed and gave feedback on the key messages in the RCN response to the Nursing Associate consultation. The RCN position supported a senior support role under the instruction of a nurse role and recommends that more work is carried out on the role of assistant practitioners.
- 7.1.5. The committee had also discussed the RCN's Public Health Policy paper and given careful thought to plans for an initiative addressing

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health problems relating to weight. While it is recognised that this is an issue in the profession it is important to ensure this is addressed with sensitivity.

- 7.1.6. The committee has considered recommendations from the Forums and has agreed to change the Imaging Forum to a Network, to merge the Forensic and Criminal Justice Nursing Forums and an amendment to the name of the Critical Care and Flight Nursing Forum.
- 7.1.7. NPPC is looking forward to being involved in the work that follows from the RCN Mentorship Summit held on 29 April.

### 7.2. **Membership and Representation Committee**

- 7.2.1. Gordon Lees, Chair of MRC, reported on the work done at and since their last meeting.
- 7.2.2. The committee has been working on their work programme and had agreed their priority working areas and the outcomes against which they would evaluate their effectiveness at the end of the year.
- 7.2.3. One of the committee's agreed priorities is equality and inclusion and MRC has set up a sub-group to look at support for our representatives in this area. This work will also feed into the development of the RCN's strategy and will include how the RCN works with our retired members.
- 7.2.4. Another priority area of work is Membership and ensuring the definitions are fit for purpose. Council noted that the committee would be review the definitions of membership following the outcome of the Nursing Associate and apprenticeship consultations later in the year.
- 7.2.5. The committee received their regular updates on matters relating to Pay, Terms and Conditions and discussed in detail the pay award.
- 7.2.6. MRC endorsed the approach being taken by the RCN's negotiators on Agenda for Change which is to be willing to engage and present ideas for discussion, and to continue on a four country basis.
- 7.2.7. The committee will be looking closely at the lessons learned from the Northern Ireland campaign, the Junior Doctor's contract dispute, and the Student Bursary demonstrations and taking these forward in their recommendations for the RCN's Pay Campaign.
- 7.2.8. The committee received political updates on the progression of the Trade Union Bill and possible amendments, and discussed the

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election manifestos and lobbying activities in Scotland, Wales and Northern Ireland.

7.2.9. The committee has been working closely with the Trade Union Governance Group and the UK Representative Committees to establish effective ways of working and to ensure that information and reports flow through the governance and representative structures.

7.2.10. Council was very pleased to receive the Annual Reports from all three of the UK Representative Committees.

7.2.11. **Decision: It was agreed to recommend Annual Reports to Council as a way of working across the governance and representative structure.**

### 7.3. International Committee

7.3.1. Professor Rod Thomas FRCN presented the report from the International Committee on behalf of its Chair who had sent her apologies.

7.3.2. The committee had discussed reports on the agreed Sustainable Development Goals and the TTIP debates.

7.3.3. The Committee was looking at international models of nursing.

7.3.4. The Committee had discussed the value of learning from the work of international partner organisations and the future direction of international projects.

7.3.5. **Decision: It was agreed that the RCN's international project work should be broadened to include a portfolio of projects to contribute to the RCN's international purposes and this portfolio should focus on where the RCN can add value.**

### 7.4. Health Practitioner Committee

7.4.1. Brenda McDonald presented the report from the HP committee.

7.4.2. Council noted that the committee had discussed and agreed their priorities for 2016. It was particularly keen to develop the professional agenda for HCAs.

7.4.3. Committee members are looking to improve their visibility locally and raise the profile of the role of HCAs across the organisation. They will be carrying out a programme of visits to achieve these goals.

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7.4.4. The Committee has been considering ways to work more effectively with other parts of the organisation. This includes working with HCA leads from across the countries and regions and engaging with the college's work on professional issues.

### 7.5. **Students Committee**

7.5.1. Council noted the written report from the Students Committee.

7.5.2. At their last meeting they had discussed how they can work better with other parts of the organisation to ensure their voice is heard on major issues. This is particularly important for the work on student bursaries and funding.

7.5.3. The Students Committee continue to consider how to support the Student Information Officer role.

### 7.6. **Fellows Co-ordinating Committee**

7.6.1. Jane Denton FRCN reported on the recent full Fellows meeting and the last meeting of the Fellows Coordinating Committee.

7.6.2. Following a discussion on the review of the Fellowships it had been agreed to recommend that no changes are made until the processes for credentialing and fellowships by application have been agreed.

7.6.3. Council noted that Committee was hoping to work with the Students committee and the Education Forum to inform the RCN response to the consultation on student bursaries.

### 7.7. **RCN Foundation**

7.7.1. Council welcomed Deepa Korea who was presenting her first report as Head of RCN Foundation.

7.7.2. The Foundation had been represented at a number of centenary events that had taken place and their involvement would continue throughout the year.

7.7.3. Work was ongoing on a proposal to amalgamate some of the Foundation's charitable funds. Council noted that this work was progressing with the support of the Charity Commission. More details on the proposals would be shared with Council members shortly.

7.7.4. Council were very pleased to hear that the new Lamplight Support Service which went live on 1 March was bringing quantifiable benefits to nurses in hardship. For example, the data showed that

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the average estimated increase in the income of an individual who had gone through the assessment process is £2,683 per year.

- 7.8. Deepa updated Council on various fundraising initiatives that were scheduled for later in the year and encouraged Council members to participate where possible.

### 7.9. **Presidents Report**

- 7.9.1. Council received the report from RCN President Cecilia Anim. She highlighted the main issues that were raised by members across the range of workplaces included in her programme of visits; namely concerns about mounting work pressures and demands, staffing levels, lack of resources, complex care needs of patients and the impacts of cuts on care.

- 7.9.2. The President reinforced her principle message; that members are the RCN and had a stake in ensuring that the voice and influence of nursing is heard.

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

- 7.10.1. The Deputy President, Rod Thomson FRCN, reported to Council on his main activities in support of the President, in particular his work on Public Health policy and the impact of public health funding cuts on school nursing and health visiting.

## 8. **Any Other Business**

- 8.1. The Deputy President and Janet Marsden reported on their visit to the Junior Doctors who were demonstrating outside Richmond House. The RCN supported them in their request for dialogue with the Minister. The Junior Doctors had expressed their appreciation for the gesture of support from the RCN.

**Date of next meeting: Congress 18 June, 20 & 21 July**

***Siobhan Smyth***

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