



Royal College  
of Nursing

## Council - Open

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Minutes of the meeting held on 7 December 2017,  
in room 101/102, RCN HQ, 20 Cavendish Square, London W1G 0RN

**Present:**

Lors Allford (Chair)	South West
Trevor Allen	Eastern
Cecilia Akrisie Anim CBE	President
Vicky Brotherton	South West
Tracey Budding	West Midlands
Elsbeth Caithness	Scotland
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
Charlotte Hall	Student
Dr Matthew Hodson MBE	London
Richard Jones MBE	Wales
Gaynor Jones	Wales
Anne Kennedy	Yorkshire & The Humber
Gordon Lees (Vice Chair)	Northern
Professor Janet Marsden FRCN	North West
Stuart McKenzie	Chair of Congress

David Miller	East Midlands
Brian Murphy	Health Practitioner
Maria Nicholson-Trewern	South East
Carol Popplestone	Yorkshire & The Humber
Sylvia Simmons	South East
Professor Rod Thomson FRCN	Deputy President
Sue Warner	West Midlands

**Secretary to the Council:**

Janet Davies FRCN	Chief Executive and General Secretary
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**Executive Team in support of meeting:**

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

**In attendance and staff observers:**

Mike Adams	Regional Director, West Midlands
Teresa Budrey	Regional Director, Eastern Region
Bernell Bussue	Regional Director, London Region
Patricia Marquis	Regional Director, South East Region
Sheila Marriott	Regional Director, East Midlands
Glenn Turp	Regional Director, Northern Region
Sarah Zanoni	Regional Director, South West
Jane Clarke	RCN Group Secretary
Caroline Clinker	Governance Adviser

Jane Hughes

Deputy Director of Communications and  
Campaigns

Hannah Law

Media Officer

**Apologies:**

Michael Brown

Chair of Council

Trevor Peel

Northern

Dame Donna Kinnair

Director of Nursing Policy & Practice

**1 Welcome and apologies for absence**

- 1.1 Lors Allford, Vice Chair of Council, welcomed everyone to the meeting.
- 1.2 It was noted that Lors would be chairing the meeting. Gordon Lees would act as Vice Chair.
- 1.3 Apologies for absence had been received from Michael Brown, who was unwell, and Trevor Peel. Donna Kinnair, Director of Nursing Policy and Practice was also unable to attend the meeting.
- 1.4 Hannah Law, Media Officer, was welcomed to the meeting as an observer.

**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 20 July 2017 were approved as a correct record of the meeting.**
- 3.2 The Chair then led a review of the actions arising from the July meeting.
- 3.3 There were no matters arising.

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

- 4.1 Lors Allford read the report of the confidential meeting of Council held on 6/7 December 2017.

4.2 **Decision: The report of the confidential meeting was approved by Council.**

## **5 Pay campaign update**

5.1 Chris Cox, Director of Membership Relations, updated Council on progress of the pay campaign and the move from 'scrap the cap' to 'close the gap'.

5.2 Every effort was still being made to encourage members to make contact with their MPs and become pay champions.

## **6 Communications report**

6.1 Jane Hughes, Deputy Director of Communications and Campaigns, presented the communications report for the period between July and December 2017. It was noted that the focus had been on the continuing pay campaign and promotion of the RCN's safe and effective staffing survey and report.

6.2 One of the department's key tasks had been keeping members engaged with the pay campaign throughout the summer of protest, the Government's announcement of the pay cap being scrapped and now the RCN's move to the 'close the gap' campaign.

6.3 Work was ongoing to encourage members to check that their contact details were up to date in order to ensure that the RCN was ballot-ready should the need arise to ballot on industrial action.

6.4 The Deputy Director of Communications also highlighted the work that would now take place over the festive period, in particular the planned #workingoverchristmas digital campaign.

6.5 Council members were thanked for their work over the summer promoting the RCN's key messages around the pay campaign which had received significant political and media coverage. Members of Council also thanked the staff who had worked so hard to keep the campaign in the public domain.

6.6 The possibility of using national television was raised during discussion and it was felt that the RCN had been extremely successful in getting its messages across at a UK level without incurring that sort of cost.

## **7 Committee reports**

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

7.1.1 Janet Marsden, Joint Chair, reported on the work of NPPC since the last Council meeting. It was noted that NPPC met for the last time on 9 November 2017.

7.1.2 The Committee received a comprehensive report on the activity under the

Future Nurse, Future Workforce programme and spent some time discussing the different work streams including progress with credentialing and work in the independent sector.

- 7.1.3 NPPC was then briefed on the final RCN response to the NMC consultation on pre-registration standards for nurse education and noted plans to respond shortly to two further consultations on the regulation of Nursing Associates and the regulation of Health Care Support Workers.
- 7.1.4 There followed a discussion on the RCN's work to map out clinical pathways from Band 2 upwards and sideways to inform work on the new routes into nursing.
- 7.1.5 The Committee also discussed the RCN's activity in relation to NMC English language testing requirements and how the NMC was responding to concerns raised regarding OSCEs.
- 7.1.6 The two priority areas of work discussed at the November meeting were; the RCN's work to date to promote the image of nursing and the Nursing, Policy and Practice Department's objectives for 2018 and the work planned to meet these.
- 7.1.7 NPPC spent some time, in particular, discussing the challenges of articulating the value of nursing.
- 7.1.8 The Committee was also briefed on Accountable Care Systems and Accountable Care Organisations and discussed its views on these.
- 7.1.9 Finally, NPPC approved the new Library and Archive Service Circulation Policy and suggested some amendments to the draft interim report to members on the work arising from Congress 2017.

## **7.2 Fellows report**

- 7.2.1 Janet Marsden FRCN presented the Fellows report on behalf of the Convenor of Fellows.
- 7.2.2 The key item on the agenda for the Co-ordinating Committee had been a discussion on the future role of the Fellows and how they could best support the work of the College. This included a discussion about the definition of a "Fellow" which was continued in the meeting of all Fellows held on 14 November. The feedback from that discussion will be shared with the Awards Panel in the New Year which is leading a review of the definition of Fellowship.
- 7.2.3 It was reported that the Committee was continuing to encourage all Fellows to share their biographies so that country and regional directors could involve them locally in relevant work.
- 7.2.4 At the full meeting, there was a presentation from a member of the RCN Students Committee on what it's like to be a newly qualified nurse today and a

number of the Fellows suggested that there might be a role for them working with students/ newly qualified nurses in a mentorship capacity.

7.2.5 Fellows also received an update at that meeting on the Fellows Collecting Project and the Nursing Now! campaign.

7.2.6 Later that evening, the Fellows hosted a public lecture titled 'Brexit and Beyond: an international perspective on nursing and healthcare' which had been very well supported.

### **7.3 Membership and Representation Committee**

7.3.1 Gordon Lees, Chair, reported on the work of MRC since the last Council meeting. It was noted that MRC met for the last time on 8 November 2017.

7.3.2 The Committee received an update on the Valuing Reps project and noted next steps. It was requested that the need to improve communication between new reps and existing reps in the workplace be incorporated into the project and be flagged up to Boards.

7.3.3 There followed a discussion on the next stage of the pay campaign in the run up to the Budget. This centred on continuing to highlight the impact of the pay restraint on members. Beyond that, MRC agreed to focus on productivity and talked about the importance of sharing local intelligence and working together to counter pressures in this area.

7.3.4 Council discussed the meaning of productivity in nursing and it was suggested that some academic research might help to challenge some of the perceived thinking on what this was. It was agreed that outputs and quality were as important as productivity.

7.3.5 MRC also received up to date evidence on the challenges facing nursing in the RCN employment survey 2017 and UK Nursing Labour Market Review 2017 and considered an initial draft of the RCN submission to the NHS pay review body.

7.3.6 It also discussed the process and timeline for the review of the current employee contribution levels for the three NHS pension schemes covering the UK and the challenging nature of this exercise.

7.3.7 Progress in piloting two key interventions under the reps recruitment (England) project were outlined and MRC agreed that the new streamlined reps accreditation process should be rolled out across England.

7.3.8 Finally, MRC received updates on the work related violence project and implementation of the Equality and Inclusion Strategy action plans. The Committee also noted reports from the NHS Staff Council and EPSU Health and Social Service Committee meetings and noted the quarterly case management and membership statistics reports.

## **7.4 International Committee**

- 7.4.1 Rod Thomson, Deputy President, introduced the report of the International Committee on behalf of the Committee Chair.
- 7.4.2 Committee members began the meeting in October by briefing each other on current international developments and sharing intelligence. This included a discussion on the agenda for the next meeting of the European Federation of Nurses Associations and receiving feedback from the ICN Health Policy Summit in Philadelphia.
- 7.4.3 There was a discussion on RCN activity to support European Economic Area (EEA) nurses following the decision by the UK Government to leave the European Union and the Committee requested that staff ensured independent sector organisations such as BUPA and Nuffield Health were aware of the call for evidence from the Migration Advisory Committee on the economic and social impact of the UK's exit from the EU.
- 7.4.4 The Committee then noted progress of the review of the RCN's UK and international alliances.
- 7.4.5 The majority of the meeting was spent discussing the role and achievements of the Committee to date and the key items members wanted to draw to the attention of the new Professional Nursing Committee.

## **7.5 Health Practitioners Committee**

- 7.5.1 Brian Murphy, Chair, reported on the work of the HP Committee since the last Council meeting. It was noted that the Committee had met for two days in November 2017.
- 7.5.2 The first item on the agenda was a workshop to discuss the project to look at the HP membership offer across all countries and regions and the Committee spent some time looking at what HP members valued most and least about the RCN offer.
- 7.5.3 The two key issues highlighted related to the language used by the RCN in relation to HCAs in the media and in publications and the fact that so many HCAs still did not realise that they could become members of the RCN.
- 7.5.4 Later, the Committee discussed outline arrangements for Congress 2018 and agreed to concentrate events relevant to HCAs on Tuesday 15 May and that the day would conclude with a drinks reception for HP members. The Committee agreed the topics of the events it would organise.
- 7.5.5 Health Education England then talked to the Committee about how it saw the difference between the Nursing Associate role and that of the Health Care Support Workers.

- 7.5.6 Day two began with a discussion on future ways of working with the new Professional Nursing and Trade Union Committees and there was a discussion about how the Committee could work more effectively with Country and Regional Boards. It was recognised that there was a need to encourage as many HP members as possible to stand for election to Boards in order that the HP voice could be heard on the ground.
- 7.5.7 The Committee was then briefed on the role and remit of the Forums Governance Group and there was a discussion with the new Business Director, Andy Cowan, about how the recruitment and retention of HP members could be improved.

## **7.6 Students Committee**

- 7.6.1 Charlotte Hall, Chair, reported on the work of the Students Committee since the previous Council meeting. It was noted that the Committee had met twice, on 6 September and 5 October 2017.
- 7.6.2 On 6 September, the Committee met immediately after the RCN pay rally in Parliament Square to finalise arrangements for the student debate that it hosted on 25 October at Birmingham City University.
- 7.6.3 The Committee also agreed attendance arrangements for the European Nursing Student Association (ENSA) AGM in October and spent some time discussing the RCN response to the NMC education standards and framework consultation.
- 7.6.4 The October meeting began with a discussion on how the RCN could improve the recruitment, retention and support for student members and newly qualified nurses.
- 7.6.5 There was then a session on the recruitment of Student Information Officers in Scotland and potential learning for the rest of the UK. This was followed by an update on the latest position on the SIO development programme that would shortly be rolled out across England.
- 7.6.6 The Committee noted arrangements in Northern Ireland that enabled SIOs to receive university awards for learning and was hopeful that this was something that could be pursued with all UK universities to give greater recognition to the SIO role.
- 7.6.7 Feedback was provided from recent meetings of the National Union of Students and the Committee discussed how best to ensure that the views of students informed Lord Crisp's Nursing Now! campaign.
- 7.6.8 The remainder of the meeting was spent discussing arrangements for Congress 2018 and the Committee is looking at ways to mark the 50th anniversary of RCN students at Congress.

## **8 National Pensioner Convention Report**

- 8.1 June Clark presented the seventh and final report of the 2015-2017 cohort of members elected to represent the RCN at the National Pensioners Convention. She reported on events since the last Council meeting and also reviewed all activity over the last two year term of office of the outgoing members.
- 8.2 Council noted the results of the recent election process and that the induction for the new cohort of members elected to represent the RCN would take place the following day.
- 8.3 It was noted that further information on the RCN's first annual conference for retired members in 2018 would be available shortly.

## **9 RCN President**

- 9.1 Council received the President's report for the period August – December 2017.
- 9.2 The President highlighted some of the key events she had attended since the previous meeting of Council including an Eid-UI-Adha celebration at the John Radcliffe Hospital in Oxford.
- 9.3 More recently, the President had attended a lecture on motor neurone disease which was held in honour of Stephen Hawking.

## **10 RCN Deputy President**

- 10.1 Council received the Deputy President's report for the period July – November 2017.
- 10.2 The Deputy President highlighted some of the key activities he had been involved in since the previous meeting of Council including interviewing candidates for the Wales Nurse of the Year award, attending a workshop hosted by the Local Government Association and Public Health England to discuss proposed standards for the employment of public health staff in local government and the Joint Reps Conference in Milton Keynes.
- 10.3 The Deputy President had also been part of a group of RCN members who undertook the South Coast Ultra Challenge, a 100km (60 mile) walk between Eastbourne and Arundel to raise funds for the RCN Foundation.

## **11 Any other business**

- 11.1 All outgoing Council members were thanked for their hard work on RCN Council and its Committees.
- 11.2 It was noted that the results of the Council officer elections would be published on the RCN website at 4pm that day.

11.3 Members of Council highlighted concerns that had been raised on social media about an advertisement in the Nursing Standard and it was confirmed that this was being investigated.

11.4 There was no other business.

**Jane Clarke**  
**RCN Group Secretary**