

**Report to members of the meeting of RCN Council held on Wednesday  
and Thursday 19 and 20 July 2017 at RCN HQ, Cavendish Sq,  
London, W1G 0RN**

1. Our meeting started with a workshop to develop our vision for how Council will work under the new governance arrangements from 1 January 2018.
2. After lunch we received a new report on the work of the Executive Team since our previous meeting We then looked at a report from the Council Executive Team on the lead role they had been taking on the pay campaign.

**Finance**

3. We then moved into the finance section of the agenda which was chaired by the Honorary Treasurer.
4. We received a report from the Finance and Investment Committee and looked in detail at the Group risk register and our key performance indicators.
5. Council then spent time reviewing progress mid year against the Annual Plan.
6. We went on to review the management accounts for the period January to May 2017.
7. Next we agreed the planning assumptions for the 2018 planning and budgeting exercise.
8. Last year Council approved a new Commercial Strategy to reduce our dependence on membership subscriptions. We have appointed a Business Director to lead this work and we received a first report from him.
9. Council also asked the Council Executive Team to look at a timeline and process for the annual review of the current limits in the expenses policy for overnight accommodation and subsistence. We also agreed to scope work for the next full review of our expenses policy to be carried out in 2018/19.

## **Scrap the Cap Campaign**

10. Much of our morning was spent discussing progress and next steps with the Scrap the Cap Campaign. Our plans are focussed on the three aims of the campaign to scrap the cap, to engage at least 150,000 of our members and to get members to update their details.
11. We will be preparing a separate report after today to ensure all our Boards and Committees are up-to-date with the progress we have made and our next steps and future plans.

## **Congress 2018 and 2019-21**

12. We also received an update on the arrangements for 2018 Congress in Belfast and Council agreed to hold Congress in 2019, 2020 and 2021 in Liverpool. Liverpool is a strong central location for Congress and it attracts the best attendance of all the venues we use.
13. We will be aiming to reserve venues for 2022 and 2023 next year when Council has had the opportunity to consider a number of new venues coming on board over the next 2-3 years and to re-visit the timing and start date of Congress in light of experience since the changes were introduced in 2014.

## **Council Review**

14. The other large chunk of our agenda was on outstanding work arising from the Council Review.
15. We agreed:
  - the calendar for 2018 meetings which takes account of the new working arrangements to come into effect on 1 January 2018.
  - the arrangements for the election of Council Officers from January 2018
  - the membership of the Governance Committees for 2018 and transition arrangements from 1 September 2017.
  - minor changes to the Congress Policy and Process document to enable the new Trade Union and Professional Nursing Committees to submit Congress items and for their members to be funded to attend Congress.
  - a description of our leadership model and the different roles of the President, Chair of Council and Chief Executive & General Secretary; and
  - a programme to support members when they stand down from Council in December 2018 as a pilot for rolling out the programme for all

members ahead of them retiring from an active RCN role.

16. At the end of the year we will be producing a report to members about how Council has implemented the recommendations of the Council Review.
17. In the open session we received reports from the Chief Executive & General Secretary, all the committees that report into Council and the President and the Deputy President.

### **Chief Executive & General Secretary**

18. The Chief Executive & General Secretary, Janet Davies, updated on priorities for the organisation in particular the focus on improving performance reporting and the staff transformation plan to make sure we continue to develop our staff and have the right workforce for the future.
19. Janet also talked more about the meeting that had been taking place at the RCN over the past two days of Lord Crisp's 'Nursing Now' project steering Committee.
20. She was also pleased to introduce two nursing students who had chosen to carry out their placement at the RCN.

### **Nursing Practice and Policy**

21. The Committee is now spending its mornings discussing the 'business as usual' items and the afternoon session concentrating on developing its position on priority areas of work.
22. The two priority areas of work discussed at the June meeting were the organisational review of political engagement and the NMC consultation on pre-registration standards for nurse education.
23. The Committee was also briefed on the context for work being developed in Wales aimed at articulating the unique role of nurses in primary and community care and it was hugely supportive of this.
24. It also discussed and commented on the options document being prepared for the Cabinet Office, HM Treasury and the Department of Health to demonstrate the potential future funding models for nursing students that could be used to mitigate the potential risks of reform.
25. The Committee also agreed how it would be taking forward the items arising from Congress 2017 that it was leading on.

### **Membership and Representation**

26. The Committee spent much of its meeting discussing the pay campaign in the context of the new political landscape following the General Election.
27. The details of the safe staffing project and planned next steps were discussed. We emphasised the importance of reps and the wider membership feeding into the development of the evidence base and key elements that needed to be captured within the guiding principles such as recruitment and mentoring.
28. There was also an update on the Agenda for Change review process and the Committee agreed a proposed shift in principle for the Employment Relations Strategy in the Independent Sector away from achieving recognition to an organising approach with improving pay and conditions at its core. We noted progress with the reps recruitment project and the Committee welcomed proposals for a streamlined accreditation process. It was agreed that this element of the project should go forward for piloting this summer. Further work on the reps recruitment project had been delayed to release capacity for the scrap the cap campaign.
29. The Committee also asked for clarification of the arrangements for the new Trade Union Committee, a summary of which has now been circulated to all UK Reps Committee members.

## **International**

30. The Committee had started its meeting with a new item on the agenda for members and staff to brief each other on current international developments and share intelligence. Under this item they discussed changes to the Commonwealth Office and received feedback from the Health Professions Alliance conference.
31. The Committee had also spent some time discussing Lord Crisp's 'Nursing Now' campaign and how we might offer to support this. We were supportive of the proposal to develop a post at the RCN that looks at how the nursing profession is supported globally.
32. Developments in relation to Brexit and the implications for the profession were also discussed. We also noted the key findings of the external evaluation and internal review of phase 1 of the RCN/ ZUNO partnership project and discussed the proposed objectives and framework for a review of the RCN's international alliances.

33. Finally the Committee also discussed the future purpose and membership of the Committee and will be advertising for new members in September.

### **Students**

34. The Students Committee last met in April when it spent the first part of its meeting finalising arrangements for Congress and discussing possible emergency items.
35. It discussed potential future funding models for nursing students following the removal of the bursary and fed in its views in to the options paper that to be presented to the Cabinet Office, HM Treasury and the Department of Health.
36. The Committee also input into the draft process for engaging with members on the NMC consultation on pre-registration standards for nurse education and considered whether there was scope to further develop the standards to include requirements around student engagement and support.
37. At its meeting in October the Committee will be discussing the RCN's relationship with the European Nursing Student Association (ENSA) and agreeing a process for deciding Committee attendance at the 2017 ENSA AGM. The Committee will also be spending some time considering what a successful RCN/ NUS relationship should look like

### **Health Practitioners**

38. The Committee started its July meeting by reviewing its Terms of Reference in light of the changes to the RCN's governance structure and the expansion of the HP membership category to include nursing associate and apprenticeship roles.
39. The Committee received an update on the introduction of Nursing Associates and nursing degree apprenticeships and commented on the draft project plan for developing a learning and development offer for HCSWs, Trainee Nursing Associates and Assistant Practitioner members.
40. It also discussed and commented on the HEE digital capability framework aimed at supporting the workforce in developing skills and capabilities.
41. For the final part of its meeting the Committee split into three groups to spend some time discussing particular Committee work streams including content ideas for the Health+Care magazine, how to improve

the RCN's professional offer to HCAs, and Committee priorities/ planning for future meetings.

42. At its November meeting the Committee will be focussing on how to retain more HP members.

### **Fellows**

43. The Fellows Coordinating Committee has met once since Professor Kath McCourt succeeded Jane Denton as Convenor of Fellows.
44. The majority of the meeting was spent discussing the Fellows contribution to the work of the RCN and to where this was working well, where it could be improved and whether there were other ways Fellows could contribute to the profession that had not previously been thought of.
45. The Convenor will be using the next full Fellows meeting in November to discuss the future focus of the Co-ordinating Committee.
46. The Committee is also giving thought to the definition of a Fellow and their recommendations will be fed into the next meeting of the Awards Committee.
47. The Fellows will be hosting a second public lecture which takes place on 14 November and will announcing the programme for this shortly.
48. The next full Fellows meeting takes place immediately before the lecture so the Committee also spent some time discussing the theme of that meeting and agreed that it will be on "what it's like to be a student nurse today"

### **National Pensioners Convention**

49. June Clark presented her report to the Council on the work of the National Pensioners Convention (NPC), both within the College and in particular at Congress and as members of the NPC including the Pensioners Parliament which was held in Blackpool at the beginning of June.
50. We also noted that the RCN had representatives on 4 of the 5 NPC working parties for the next two years.
51. A request from the NPC Council Members for the RCN to prioritise developing an RCN policy position on social care was referred to the Nursing Practice and Policy Committee for consideration.

## **RCN Foundation**

52. Deepa Korea, Head of RCN Foundation, joined us for the open meeting and updated us on the work of the Foundation. Much of our discussion focussed on the care home work the Foundation is leading and we heard about the practice projects the Foundation is funding across the UK over the coming year to support nursing in care homes.
53. Council also discussed the worrying facts and figures and personal stories included in the report the Foundation had published in April on the Lamplight Service it funded in partnership with the RCN.
54. We also noted that to date there had not been any responses to the consultation the RCN and RCN Foundation opened at Congress on the proposals to amalgamate some of its smaller funds with the support of the Charity Commission.
55. Council also congratulated the Foundation on the recent Strategy events it had hosted and invited members across the RCN Group to take part in They had been incredibly positive and informative meetings.

## **President and Deputy President**

56. There were reports from the President and Deputy President on their activities on behalf of the College since our last meeting in April. The President highlighted the very special service held at St Paul's Cathedral in memory of Dame Sheila Quinn and the Deputy President picked out the seminar hosted at the House of Commons by RCN Wales Board with a cross party group of MPs for a special mention.