

**Report to members of the
handover preparation and handover meetings
of RCN Council members
held on 13 & 14 December 2018.**

**Independent Review into the governance and processes around the NHS
pay deal in England – Action Plan**

1. First on our agenda was a review of progress on the action plan arising from the Independent Review. We noted that more detailed timescales had been added to the plan as requested at the Council meeting 28th November.
2. We reviewed a first draft of document describing our governance framework. The framework brings together in one place our current governance arrangements and will form part of the Council's response to the independent review.
3. We also agreed new policy and process for running meetings of RCN Council, Boards and Committees subject to a few minor amendments and this will be circulated shortly. These formally document the processes that are in place.

Safe staffing

4. We discussed the plans for our lobbying and campaigning activity on Safe Staffing. Our message is very clear: when there is a shortfall of staff, patient care suffers.
5. The College will be continuing to engage with our members and the public over the coming months as we move forward with the campaign for safe and effective staffing levels in each country of the UK.
6. More information about our plans will be discussed with Boards and Committees in the New Year.

Task and finish groups

7. The Council leads for each of our Task and Finish groups reported on progress in preparation for handover to the new Council on the 14th.

8. Vicky Brotherton, Council member South West, updated us on the Review of Membership Categories.
9. To date the review had addressed a number of issues including how to accommodate the new Nursing Associates, proposals around terminology relating the Health Practitioner category, the member offer for those, such as our retired members, who are not currently on the NMC register, and at the same time how to be flexible enough to reflect future changes to the nursing workforce, as and when they arise.
10. We agreed the direction of travel for this piece of work. The first meeting of the new Council in 2019 will discuss the changes needed to the Standing Orders, Regulations, policies and processes that would be required to implement the proposals. It will also need to consider a plan for consulting members on the proposed changes.
11. Richard Jones, Vice Chair of Council and Council member for Wales, updated us on the work on a new Complaints and Resolution Policy to replace the current disciplinary policy. This work has included input from both the Trade Union and Professional Nursing Committee and others to inform the work of the group.
12. Again we agreed the direction of travel of this work. The new documentation will now be revised in light of our discussion and brought to the January Council meeting for consideration and agreement.

Report from the Agenda Committee

13. BJ Waltho, Chair of Congress, introduced the report from the Agenda Committee which had met by teleconference on the 30th November.
14. She reported that preparations for 2019 Congress were well in hand
15. We noted that the deadline for agenda items was 6 January and that all submitting entities were being encouraged to put forward at least one item.

AGM 2019

16. We discussed the agenda items for the 2019 AGM which will need to be considered. These discussions will be taken forward by the new Council when it meets in January.

Northern Ireland pay

17. We received a copy of a paper which had been considered by the Trade Union Committee on 12 December on the HSC pay discussions in Northern Ireland.
18. We noted that the pay negotiations in Northern Ireland were at a critical point. An offer had been received on 22 November. The Trade Unions in Northern Ireland had then met with Departmental officials and employers on

30 November to raise a number of concerns including the fact that the deal did not close the gap between pay in Northern Ireland and pay in England, Scotland and Wales and, in fact, was forecast to widen from 1 April 2019.

19. The deal would be for one year only.
20. There was a further pay discussions meeting on 10 December when departmental officials, employers and trade unions were unable to reach agreement on the formal pay offer which had been issued directly to HSC staff. The proposal does not meet the 3% pay uplift threshold with approximately 38% getting 1.5%. It adversely impacts annual pay progression and unlike the other countries of the UK it does not commit to a 3 year deal.
21. Employers and departmental officials agreed to meet on 11 December for further discussions and there was a meeting of the RCN Northern Ireland Board's Pay Sub-Committee on 14 December. The report from this will need to go before both the Trade Union Committee and then to Council.

RCN Prince of Wales Nurse Cadet Scheme

22. Dame Donna Kinnair, Acting Chief Executive & General Secretary, updated Council on the RCN Prince of Wales Nurse Cadet Scheme which was due to commence in January 2019.
23. The scheme had been developed following a request from HRH the Prince of Wales to deliver a nurse cadet scheme which would support and create opportunities for disadvantaged young people.
24. The Army Cadet force will be working with the RCN to deliver the scheme and an individual donor will be financing some aspects of its implementation. Agreement was given to the budget to pilot the first cohort which will be in Wales starting in 2019.

Council officer elections

25. We agreed the timeline and process for electing the new Chair, Vice Chair and Honorary Treasurer of RCN Council.
26. This was essential to ensure that these positions will be in place by the time of the first Council meeting on 24 January 2019. In the meantime Richard Jones, current Vice Chair, will act as Chair from 1 January as required.

Council review evaluation

27. We reviewed and discussed at length a list of actions arising from the Council Review evaluation we carried out at our November meeting.,

28. This work will now be taken forward by the new Council when it meets in 2019. The re-elected Council 2018 members will be able to give a detailed briefing to the new Council at that meeting to give context to some of the recommendations suggested.

Handover to the new Council

29. In the afternoon of the 14 December we welcomed newly elected members of RCN Council for a handover session.

30. The session included an overview of the RCN Group, including reports from the RCN Foundation and RCNi, as well as an explanation and introduction to the RCN Group plan, the financial context, and the work of all the RCN's reporting committees and Task and Finish Groups.

31. Also welcomed to the meeting were Tracey Budding, Vice Chair of the Trade Union Committee, and Simon Browes, Vice Chair Professional Committee. They provided updates on behalf of the Chairs of those Committees to the new Council on their work-plans

32. As part of the meeting we introduced the new Council members to the work-plan arising from the recommendations of the Independent Review into the governance and processes of the NHS England pay deal and progress to date on these.

33. Finally, we ran through the key issues, and business as usual, that would need to be addressed by the new Council as they took up office in the New Year.

34. In conclusion we noted that membership figures were at an all-time high and we congratulated Dame Donna Kinnair on her debut, at number 66, into the HSJs top 100 influential people in health.

35. Thanks and appreciation was then given to the outgoing members of Council – Maria Trewern (Chair), Cecilia Anim CBE (President), Rod Thomson FRCN (Deputy President), Vicky Brotherton (South West), Elspeth Caithness (Scotland), Siobhan Donald (Northern Ireland), Charlotte Hall (Student), David Miller (East Midlands), and Brian Murphy (Health Practitioner)

The meeting was attended as follows:

13 & 14 December

Maria Trewern (Chair, South East), Richard Jones (Vice Chair, Wales), Cecilia Anim CBE (President), Vicky Brotherton (South West), Elspeth Caithness (Scotland), Cynthia Davis (London), David Dawes (North West), Siobhan Donald (Northern Ireland), Charlotte Hall (Student), David Miller (East Midlands), Trevor Peel (Northern), Sue Warner (West Midlands); On the 14th Carol Popplestone (Yorkshire and the Humber), BJ Waltho (Chair of Congress), also joined colleagues for the handover final check and meeting.

Apologies were received from Professor Rod Thomson FRCN (Deputy President), Brian Murphy (Health Practitioner), and Janice Waters (Eastern)

14 December pm

The following **Council Members Elect** joined the meeting:

Professor Anne-Marie Rafferty CBE FRCN (President, for part of the meeting), Yvonne Coghill CBE FRCN (Deputy President) Geoff Earl (Scotland), Amy Fancourt (Student), Heather Mercer (South East), and Geoffrey Walker (South West

Apologies were received from Evan Keir (Health Practitioner), Ann Marie O'Neill (Northern Ireland), Deirdre Sissons (East Midlands),