1. The Committee met on 31 October when we had an extended meeting to focus on our key priority to develop an RCN UK pay policy.

**Northern Ireland and Guernsey**

2. We received reports on the up-to-date positions in both Northern Ireland and Guernsey.

3. We noted that special Trade Union Committee and Council meetings would need to take place in the next two or three weeks to approve the next steps.

**RCN delegation to NHS Staff Council**

4. We noted that Council had agreed that the current arrangements for the RCN delegation to the NHS Staff Council should not be reviewed until after the independent governance review had reported.

**Committee work-plan – proposed task and finish groups**

5. We considered an updated version of our Committee work-plan which is set around our five key strategic objectives and the priorities identified at the summer workshop session with the Reps Committees.

6. Scoping work has been undertaken on existing and future work under each of those work-streams and we provided input into the proposed areas of specific work to be led by task and finish groups next year.
7. We expressed frustration about the delay in establishing these task and finish groups and the lack of engagement to date with the Committee leads identified for the key work-streams.

8. It was agreed that confirmation of the membership of the task and finish groups would be sent to Committee leads within the fortnight and the identification of the key milestones prioritised.

9. It was noted that the afternoon’s workshop on the development of a UK pay policy would help to inform the NHS and independent sector pay work-stream.

10. We agreed that protecting member time for mandatory training and CPD should be the first priority area under the learning, development and support work-stream.

Handover arrangements for the new Committee

11. An update was received on the election currently open to 8 seats on the Committee and plans for the induction and handover to the new Committee in place from January.

12. We agreed the proposal for an induction session for new members to be held the morning of our December meeting, who would then observe the rest of the Committee meeting.

13. Induction and handover packs were currently being produced.

RCNLaw – change of service provision and update on thresholds

14. We approved a proposal to re-brand the legal advice helpline which provided RCN members 30 minutes free legal advice on any matter of law not related to their employment.

15. The title of the service would change to ‘legal assistance’ to reflect that staff operating the helpline were not subject matter experts and not technically qualified to provide legal ‘advice’ on the topics covered.

16. Assurance was provided that the service would continue exactly as it currently operated but under a more accurate title.

17. We noted that changes to personal injury legislation in England and Wales would come into effect in April 2020, including an increase to statutory small claims thresholds.

18. We approved a parallel revision to the current RCN threshold limits applied by legal services for small claims cases.
19. This was in line with the principle agreed at the last Committee meeting of maintaining alignment with the statutory thresholds set across each of the four countries.

Information reports

20. We noted the RCN’s response to the Department of Health and Social Care consultation on pension flexibilities in the NHS Pension Scheme in England and Wales and which would be submitted on 1 November.

21. We received an update report from International Committee and agreed the value of engaging them going forward in an advisory capacity to support key pieces of trade union strategy work.

22. We also received first update reports on the work programmes for the Congress 2019 resolutions on sexual harassment and bullying in the workplace.

23. The RCN trade union performance report and dashboard for August was reviewed.

24. We discussed ongoing challenges with the recruitment and retention of reps within the context of the intensifying workplace pressures faced by members, particularly related to safe staffing.

25. We welcomed the related work the Stewards Committee and MRSPB were doing around supporting stewards to access Facilities Time and improving the support and supervision process. We asked to be kept updated.

Workshop session – development of a UK pay policy

26. The afternoon session was devoted to the development of guiding principles to underpin a future RCN UK pay policy covering both the NHS and independent sector, building on the initial scoping work undertaken by staff.

27. We had a useful context setting session on the current position and key issues on nursing pay in the NHS and independent sector.

28. This covered NHS Staff Council and Agenda for Change, NHS job valuation scheme, the current NHS pay deals and Pay Review Body.

29. An overview was also provided of issues impacting pay in the independent sector.

30. We held group discussion sessions on the proposed draft guiding principles to support the delivery of the overarching strategy objective of improving the financial and professional value of nursing staff.
31. This included the development of the approach to be taken for future pay claims, the adoption of a 4 country approach, the pay review body process, job evaluation and pensions.

32. We also discussed the future approach to member engagement on pay.

33. A summary report of the workshop session will be submitted to the next Committee meeting alongside next steps.

**Committee Membership and attendance**
Lors Allford (South West) (Chair)
Tracey Budding (West Midlands) (Vice-Chair)
Michael Appleby (Northern)
Diane Coleman (Scotland)
Fiona Devlin (Northern Ireland) - apologies
Carol Evans (Eastern)
Liz Jeremiah (South East)
Gaynor Jones (Wales)
Clare Manley (Student)
Karen Pike (Nursing Support Worker)
Karen Sanders (London)
Neil Thompson (East Midlands) – apologies
Mike Travis (North West) – apologies

**Maria Fletcher**
**Governance Adviser**
maria.fletcher@rcn.org.uk