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in practice and shapes health policies*

ROYAL COLLEGE OF NURSING OF THE UNITED KINGDOM
LONDON BOARD MINUTES
OPEN SESSION

Date: 2nd October 2019

Time: 9:30 – 16:00

Venue: RCN London Office, 5th Floor, 20 Cavendish Square, London W1G 0RN

Notes of the meeting of the London Board held on 2nd October 2019 at RCN London Regional Office, 5th Floor, 20 Cavendish Square, London W1G 0RN held under the terms of the RCN Confidentiality Policy.

BOARD MEMBERS PRESENT

Cynthia Davis	Council Member (Chair)
Audrey Sothcott	Inner North West London
Shamillah Nabyangwa	South East Inner London
Joyce Inoniyegha	North West Outer
Jim Blair	North Central Inner
Joan Myers	South West Outer
Karen Sanders	Trade Union Committee

RCN STAFF PRESENT

Jude Diggins (JD)	Regional Director
Mark Farmer (MF)	Operational Manager
Sue Tarr (ST)	Operational Manager
Alison Telfer (AT)	Development Officer
Tom Colclough (TC)	Communications Manager
Pamela Nelson (PN)	Regional Service Manager

APOLOGIES

Diane Cameron	Outer South East London
Noeleen Behan	North Central Outer
Maria Ponto	South West Inner
Mary Wells	Professional Nursing Committee
Samuel Newman	South East Inner
Michael Coram	North East Inner London

OPEN SESSION – WELCOME OBSERVERS

OBSERVERS:

Andrea Wilson
Charles Dete
Ian Norris
Alasdair Williamson

Treasurer Outer North West London Branch
Treasurer Outer South East London Branch
Secretary of the Outer North East London Branch
Member of the Outer North West London Branch

CONFLICT OF INTEREST DECLARATIONS AND APOLOGIES FOR ABSENCE

Apologies noted

The Board introduced themselves to the observers. There were no conflicts of interests declared.

19.43 NOTES OF LAST MEETING

The notes from the previous meeting had been reviewed and confirmed.

19.44 MATTERS ARISING/REVIEW OF ACTIONS

Cynthia reported back on the action list from the last meeting.

It was noted that the Branch Boundaries paper had been presented in the May meeting by MF. It was discussed at today's meeting.

Cynthia had been asked to take the concept of associate RCN membership to Council and she fed back this is being considered by the 'membership category' Task & Finish Group.

It was noted that Jude had circulated the Staffing for Safe and Effective campaign presentation to the Board, with a separate presentation devised for branch meetings.

Planning is ongoing to prepare resolutions for submission to congress in December. This is to be added to the December Board Agenda. Board members suggested that inclusion could be a topic for consideration at the December Board meeting with a view to submitting a resolution to the Congress agenda

PN confirmed checking with Governance regarding hiring a student coach, there were no objections. Maria Ponto and Diane Cameron costed the Student coach to congress and reported that it was not viable, due to costs and attendance risks.

Cynthia had sought clarification on the term "agile working" and fed this back to the Board

It was reported that JD had approached Unison regarding using net promoters. She informed the Board that Unison do not use net promoter scores.

JD had been asked for quarterly lists of active reps for branches including names and places of work. It was noted that Sam Mason (administrator to the board) and Adele were ensuring these went out quarterly.

It was requested that JD should hold an evening event where Board members can meet with Branch Executives with a chance to discuss standing for positions of office. This event had been held on the 10th September.

JD and PN to review congress funding and let Board members know of any surplus

funding. This related to Congress and was dealt with in May.

19.45 REPORT FROM CONFIDENTIAL SESSION – VERBAL - Board Chair

Cynthia reported that the regions membership had now risen to 58,890. She said regional staff had worked hard to achieve those figures.

She reported that the regions sickness levels were 3.5% which was less than the England's target figure of 3.9%

Cynthia spoke of the officer to representative case ratio's still being low, but this was being worked on by improving shadowing opportunities and monthly mentoring of representatives.

19.46 FEEDBACK FROM THE TU and the Professional Nursing Committee

Cynthia noted that there were only two Committee members in attendance but that their reports had been emailed to the Board.

Karen fed back the main points from her previously circulated report of TU Committee.

Andy Bassett-Scott Toogood, Yorkshire and Humber member, stood down from the Committee after Congress.

The Committee decided to establish a task and finish group to develop the RCN's industrial action and strike pay and hardship funding policies as a matter of urgency.

As a group they reiterated their commitment to supporting members in NI in campaigning for pay parity and agreed to hold our June meeting in Belfast.

They noted a quarterly report from MRSPB and the April 2019 performance dashboard. Reviewed the Congress 2019 work plan and assigned Committee member leads. The Committee has scoped their draft 2019/20 work programme. They have also agreed proposals for the future format and frequency of Activate magazine.

The Committee discussed the principles around pay, pensions and the independent sector.

– Professional Nurses Committee

Paper table and noted that there were two new members at recent PNC meeting – Carly Boyce (South West) and Tim Grace (Northern). The Chair of the Forums Governance Group joined their meeting to brief them on several subjects. Their Committee is working on learning and development and looking into student training.

Jude informed the Board that Mary Wells would not stand for the Board elections as she has significant work pressures, her position will need to be filled – nominations are open.

19.47 UK REGIONAL COMMITTEES UPDATES

– Stewards Committee

Aspects of the report discussed non-functioning staff sides due to politics. Jonathan Bowker UK Programme Manager came to speak to the Stewards Committee about CMS.

Safety Reps

London member – Ian Norris reported to the Board.

Highlights included:

Ian reported back from his last committee meeting which had been held in March. He said the outcome of a 2015 survey showed that 77% of people were working cover their contracted hours. This has a detrimental effect over their work life balance and the Committee are pushing for this to be recognised. They welcomed the work the region was doing in this regard.

The Board discussed the growing issues about loneliness – which was a London Congress Resolution that is now being brought forward.

Problems with the cost of parking which can lead to nurses either parking further from Hospital or wait for buses late at night which can be dangerous.

They are drafting a paper on violence in the workplace suffered by members.

Committee want to establish email accounts for safety representatives, IT are working on this for them.

– Learning Representative Committee

Paper tabled and noted

– Student Committee

Report tabled and noted

Letter from Chair of Student Committee to Board Chair discussed in meeting. Board felt that it already supported students significantly to attend Congress and would continue to do so. ST said there is a pot of money always given by Liverpool Victoria to help send members who have not been to congress. The Board also offers money to branches to help non-voting branch members go.

– Nursing Support Worker Committee

Member – Sagila Thiruthanikasalan dropped into the board briefly as she was attending the NSW committee same day – she gave an outline of the agenda – a summary to follow at next Board meeting. She informed the Board that Trusts are saying that Nursing Associates must give intravenous injections and they were very worried about this. They also said the HSW were planning to hold an event for NSW members.

LUNCH

19.48 TREASURERS / BOARD SESSION

PN gave the Board a break down of what monies remained in their branch accounts. She explained that the region wanted to use the left-over funds to buy merchandise for next year. There was a discussion about the details of the figures and plans to use it before the end of the year. Andrea from the ONW London branch said there was some merchandise that her branch wished to buy before the end of the year as did Audrey. Alison explained that they should not be paying speakers more than £20 to attend Branch meetings or for Autumn of Learning. Branches will be getting £500 from the Board and £500 from Liverpool Victoria to support the events.

ST explained that time was very short and any merchandise that was bought by branches would need to arrive before the end of the year and stored by them. Jim and other members of the Board agreed that it would be better for the region to buy merchandise before the money went into the central pot at the end of the year. ST asked branch executives to get their spending for 2020 planned.

AT informed the Board and branch executives present that there would be a Board and branch meeting in February. This subject will also be discussed at that meeting.

As there was confusion regarding the amounts of money in the paper, PN will update the finance records and resend them.

Action: PN to email reconfigured figures out to Board members

19.49 COUNCIL REPORT – Cynthia Davis

Cynthia informed the Board that she would report members views back to Council regarding the live feed of their last Council meeting. She explained that IT will be looking into issues with the live streaming. She will also feedback the poor attendance and questions at our Hustings events. The election itself had also not received many votes. Board members asked her to feed back the high costs of posting so many election papers with such little response. Cynthia explained that despite the high costs they had to send ballots by paper.

JD had been asked to provide costings to Governance of holding Council Hustings – significant staff time had gone into the vent with less than 100 members engaging by attendance ort on line.

19.50 STAFFING FOR SAFE AND EFFECTIVE CARE

Board sign off Regional plan (Mark Farmer)

The Board noted that the was thorough and would be effective. They agreed for it to be signed off.

Mark gave an update on the campaign to date including the 17th September launch event which was highly successful.

All board members were encouraged to engage with the campaign through signing the position and getting friends/family/colleagues to sign.

E signatures are preferred as paper signatures have to be inputted and often are not legible and therefore do not count.

Action: Board members to sign and share the petition

Feedback from Oversight Group (Noeleen Behan). Noeleen was not present at the meeting to give feedback - it was noted that Board members had received email updates from Noeleen.

19.51 EMPLOYMENT RELATIONS LEAD UPDATE

ST and AT reported back on the recent joint representatives' day. Places for the event had been full but unfortunately, 13 didn't arrive. Board agreed that those who did not arrive would not get priority places at the next event as places were restricted.

Nurses had been very engaged on the day. They spoke about things they were and planning to do to alert people to the Safe Staffing campaign. Ann Keen former MP and nurse had spoken about getting politically active and was well received. Karen said members in her branch had a tea party with little cards they had put into people's letter boxes. They will keep their branch updated and encourage them to go and meet their MP's.

Karen also said some GP's were in the nurses' corner so they could be a group to speak to, particularly because they sit on CCG's.

London Region have been part of a pilot to deliver a new process for managing member calls from RCND (Common Case types). The Patch Administrators have been managing this process very effectively and booking appointments for members to speak to an Officer for an Assessment Call.

Alasdair asked if a branch could disaccredit a representative if they did not engage, ST said they could.

19.52 PROFESSIONAL NURSING LEAD UPDATE

MF informed the Board that the region will be holding its Black History Month event on the 18th September in HQ, sponsored by the Board as agreed in February.

He also told the Board that on the 30th September 2019 trusts across England should publish their WDES data on their websites. RCN London will be looking to collate data and address any concerns with local and national colleagues. The link to find further information on WDES was placed in his paper.

TC informed the Board that members had been filmed for the national BBC1 news and took to the streets gaining petition signatures and talking to the public about nursing shortages problems.

Branches had agreed to do several things to raise attention to the campaign. South East Branches said they would stick leaflets on the back of toilet doors in their workplace. They were also going as a group to promote the Campaign to the market place e.g. Peckham etc.

The South West Branches agreed to do some promoting on Twitter/ Facebook. They are going as a group to promote the Campaign at Tooting Broadway Station.

The North Central/ East Branches agreed to talk to colleagues, stick leaflets on the back of toilet doors in their workplace.

North West Branch have set up a WhatsApp Group. They will Autumn of Learning to target local MPS, design a poster specific to NW and design an alternative to the Tabard.

COMFORT BREAK and OPEN SPACE

A short break in proceedings for those in attendance to stretch their legs and an opportunity for observers to interact with Board members.

19.53 CONGRESS

PN updated the Board on Congress 2019. Members had put in their expenses claims in on time with some choosing not to claim.

Six branches had taken up the Boards fund to take new people to congress. The region was able to send seven new members using the Liverpool Victoria funds. Jude asked for branch executives to inform members directly about whether they were or were not attending.

PN reminded the Board that registering to become a voting member closes on the 29th November 2019.

The hotels for 2020 have already been allocated. London is based at the Novotel and Ibis hotels.

Jim said they already had money they could apply for. ST said she was not comfortable with giving a group preferential treatment. The Board agreed.

Action: PN will keep branch executives aware of any information of regarding their next steps.

19.54 COMMUNICATIONS - Tom Colclough

It was noted that London Mayor had originally been behind the cost of living campaign but there hadn't been much heard from him, will continue to chase this. Ruth May (Chief Nurse) and Simon Stevens CEO of NHSE) had spoken about their support for the student bursary, with a pledge to support bursaries for mature students and some mental health and LD nursing students. Ruth May seemed more confident on pushing this forward to gain government funding to help.

Shamilah said before she had joined the Board she had never heard of branch meetings. She said the RCN could come to inductions to let students know these things. ST said they go to inductions to speak to students when they come out.

TC said the RCN are working with Capital Nurse to encourage members to get more involved. Running events, making videos and face to face communication will make people to think about nursing issues. This is a work in process.

Staffing for Safe and Effective care campaign has been going well. Billboards had been put up across London and many members had gone to parliament square to protest. The push was to get patients and public engaged and angry about the lack of nursing staff. The region is setting up petitions via email, Twitter and Facebook. TC asked for Board members to go and meet their MP's to raise the staffing problem. MF said the Policy team are working on getting MP's to make nursing advocates.

Following our recent London survey Tom gave some headlines feedback. TC informed the Board that 30% of nurses working in London stated they couldn't afford to live in London, so move further out. 32% of nurses are thinking of leaving the profession and 30% are leaving London.

Sadiq Khan wants people to get more people out of cars by 2020 but hasn't considered that District nurses need them to get around. TC informed Board they would be meeting with Sadiq Khan next week to discuss rent control. He told the Board that the BBC were going to do a program about Housing costs in London.

TC and JD are planning to meet with TFL to discuss what discounts they can give to nurses.

Jude reported that in September Guernsey nurses had organised a march of their own volition. They made their own signs showing the RCN logo and had generated a lot of attention.

19.55 REGIONAL DIRECTORS REPORT – VERBAL - Jude Diggins

Board Member Attendance

The Board was reminded that if you about how essential it was for Board members to attend meetings as the Council member can have them removed from the Board. Turn out for the Board was good in the main. There had been one non-attendee for the May meeting and five for this one. She hoped full attendance at the meeting in December.

Sub-group Attendance there had been no sub-group held for this meeting due to the lengthy agenda.

19.56 AGREE KEY MESSAGES

Action: JD agreed the key messages with the Board and said she would write them up and show Cynthia before sending them out.

19.57 ANY OTHER BUSINESS and DATE OF NEXT MEETINGS

Cynthia asked if observers would like to say anything. Charles said how much he appreciated coming to the meeting. He joined on the 2005 and only became involved with the RCN when he found out about branches. He said he would push ahead with his branch to see what else they can do to help the campaign. Andrea also thanked the Board for giving her the chance to attend.

A gift was presented to Jude by the Board, as a thank you.

The next London Board meeting will be on 4th December 2019.

CLOSE