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in practice and shapes health policies*

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

Date: 8th May 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 8th May 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)
Diane Cameron	Outer South East London
Audrey Sothcott	Inner North West London
Maria Ponto (AM Only)	South West Inner
Shamilah Nabyangwa	South East Inner London
Michael Coram	North East Inner London
Joyce Inoniyegha	North West Outer
Noeleen Behan	North Central Outer
Jim Blair	North Central Inner
Samuel Newman	South East Inner
Joan Myers	South West Outer
Karen Sanders	Trade Union Committee
Mary Wells (From 2pm)	Professional Nursing Committee

Observers:

Jacqueline McCollin
Alasdair Williamson
Lynette Phillips

RCN STAFF PRESENT

Jude Diggins (JD)	Regional Director
Mark Farmer (MF)	Operational Manager
Alison Telfer (AT)	Development Officer
Tom Colclough (TC)	Communications Manager
Pamela Nelson (PN)	Regional Service Manager
Samuel Mason	Regional Administration Coordinator

19.21 WELCOME AND APOLOGIES

- Mike Smith
- Mary Wells (AM)
- Maria Ponto (PM)
- Sue Tarr

Cynthia welcomed members to the meeting. And encouraged discussion and participation.

OPEN SESSION – WELCOME OBSERVERS

CONFLICT OF INTEREST DECLARATIONS AND APOLOGIES FOR ABSENCE

Cynthia welcomed three observers. People around the room introduced themselves.

Jacqueline McCollin – NW Outer Member Observer
Alasdair Williamson – NW Outer Member Observer
Lynette Phillips – Observer – London BME Network lead

19.24 NOTES OF LAST MEETING

It was noted that we had gone through the minutes for accuracy previously in the closed session.

Joan Myers apologies given for last meeting.

19.25 (b) MATTERS ARISING

Action list from last Board meeting

The actions from the last meeting were discussed.

It was noted there was an agenda item today for Branch Boundaries.

Cynthia reported on the membership review on membership categories. There is to be a consultation on this at Congress.

Cynthia explained the purpose of the three subgroups to take forward as a Board any work in these areas.

It was noted Congress update would be discussed on today's agenda.

Safe Staffing would be discussed in today's agenda.

It was noted that a session would be arranged for December regarding preparing items for submission and submitting an agenda item for next year's congress.

It was reported that the language used around BME colleagues was misleading and that BME could cover many people, including white people as well as other minority ethnic groups. Jude reported back from a letter written to the Deputy President (role as Director of WRES) in response to this topic raised at the previous Board. This response outlined that they were not inclined to change the language at this time as it was felt that discrimination was highest against people with 'melanin in their skin'.

It was suggested that the Deputy President be invited to a Board meeting or an Inclusion Solution meeting to speak about this issue following her response.

Jude noted that the Inclusion Solution sessions were people's opportunity to raise issues around this.

It was agreed that "inclusion" should refer to inclusion in its entirety.

Action - It was suggested that inclusion could be a topic for consideration for the December Board meeting with a view to submitting a resolution to the Congress Agenda.

Coach for Students for Congress – Diane reported back after research on this and noted that it was not a viable option. It was felt that students were not excluded from Congress and currently did have ample opportunity to attend. Diane noted that she had not heard back from the train company regarding discounted rates.

It was noted that the hotel cost was the main prohibiting factor for a London Congress location.

19.26 REPORT FROM CONFIDENTIAL SESSION – VERBAL - Board Chair

Cynthia explained for the observers what the purpose and general content of the confidential session.

It was reported that the figures were encouraging on increasing membership with 59,003 members in London.

It was reported that the London Region sickness figure was 2.7% for the most recent figures.

Cynthia reported on the satisfaction rates from members and noted the RCN data on this holds up against some large.

Action – Cynthia asked that the Region look into Unison and whether they use a net promotor. (JD will check with her counterpart at Unison)

Cynthia updated on the discussion around the Risk Register including reps taking cases and their supervision from Officers.

19.27 FEEDBACK from TU and PNC

National TU Committee

Karen Sanders summarised her report from the last meeting of the TU Committee 13th March.

It was reported that Industrial action code of conduct, Pensions, bank and overtime, independent sector terms and conditions had all been set up as task and finish groups within the committee.

It was reported that Northern Ireland had come to the committee regarding guidance on lobbying for industrial action.

It was noted there had been discussion around NHS nursing staff buying and selling their annual leave and the concern and potential problems surrounding this.

It was reported that a further cross committee meeting would meet after Congress.

National Professional Nursing Committee

Jude updated in Mary Wells absence.

It was noted that some committee members had stepped down and the Chair and Vice Chair had been changed. It was noted that some members of the committee were in their last year of their terms.

It was reported that the committee were keen to work closely with Learning Reps.

It was reported that the dual role of the College (Trade Union and Professional) continues to be discussed at the PNC meetings.

19.28 UK REGIONAL COMMITTEES UPDATES

Cynthia noted the reports that we had received and were shared with the Board. None of the UK Regional Committee members were present.

Steward Representative Member - Mike Smith's paper was tabled.

It was noted that the Branch Boundary issue would be discussed later on in today's agenda.

Student Committee – Jude noted a student conference on 30th May being held in Cowdray Hall. It was suggested this would be a good opportunity to engage the students with the college.

Health Practitioner - It was noted that the name of this committee was under consideration of change to Nursing Support Worker Committee to create a more inclusive title and broaden out this membership category. Thursday 4th July was noted as the HP Conference in Cowdray Hall (sponsored by London Board) Cynthia encouraged the Board to attend this and the Student Conference if possible.

Each of these were noted as having safe staffing on their agendas. Cynthia noted that she could put any questions the Board may have forward to the relevant committees.

LUNCH

19.29 FEEDBACK FROM SUBGROUPS

- Trade Union Group

It was reported that safe staffing from a London Perspective would be looked at. A data collection from London members regarding their staffing would be utilised to inform this. Once per month was suggested as a timeframe for data collection. Further thought would be given to how to collect this data, with Survey Monkey being one proposal.

- Professional Nurse Group

It was reported the focus was on how nurses could support each other. How to change the culture to a collective support group was discussed.

The idea of an "I Nurse" campaign was suggested to highlight the positive side of a nurse's life. The idea of this is to address all the things nurses undertake and what constraints are put upon them.

- Succession Planning Group

Jude suggested clarifying the three Branch Executive roles to be clear what each role is.

It was suggested adding something to the new members pack regarding activism.

It was suggested communicating information about the level of commitment for Council members and committee members, and also to highlight the positive side to being involved with Council.

Action - It was suggested having an evening event where Board members can meet with Branch Executives with a chance to discuss standing for positions of office etc. JD

19.30 HOT TOPICS

Verbal Update - Jude Diggins

- It was noted that Safe Staffing was an ongoing hot topic which would continue throughout the year.
- Jude updated on training numbers for Nurse Associates. Target for 2019 is 1710 new trainees for London. It was reported that Nursing Directors had thought of this as a way into full nursing training and level one registered nursing posts.

- It was suggested that nurse associates should not be used as a replacement for full nursing band 5 posts. It was noted the Board wholly oppose substitution of nursing posts, however the value of nursing associates was recognised.
 - It was noted that there was not currently a national Agenda for Change job profile for these proposed Nursing Associate posts yet.
 - It was reported that Chief Executives of Provider Trusts in London had committed to putting money (up to £700,000 per year) into the inclusion solution.
 - It was reported that Adele Bird (LDF) and Susannah Spencer from Legal had spoken to officers regarding members getting time off for Trade Union duties and representation duties.
 - It was suggested that there was a perception from some members about a disconnect between them and the Board. The Board were encouraged to seek opportunities to connect with branches and members at Branch meetings and AGM's where possible, including attending branch meetings to act as a two way information conduit.
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- It was noted that not all ten branches in London were represented on the Board. It was noted that Board members who are representing a branch not where they work, they are still expected to attend the Branch meetings for that branch. It was suggested that this sometimes created difficulties, particularly regarding the geography involved.
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- It was noted that these roles are all elected roles. It was suggested that getting at least one person from the Board to stand in each branch when elections come round would be beneficial to engaging fully with the branches.

It was agreed that key messages (introduced last year) from the Board meeting continue to be sent to the Branch Executives.

It was reported that the Board Agenda, The Minutes and the Key messages are put on the RCN Website for all members to view.

19.31 COUNCIL REPORT – Cynthia Davis

Cynthia noted her report paper (sent with agenda) and briefly noted the highlights.

The pay issue in Northern Ireland (lack of pay deal) was noted and raising public awareness was of importance.

RCN Diaries – It was noted that these were now an opt out but it was suggested that this be changed to an opt in.

It was noted that several further decisions would be decided at Congress and the RCN AGM.

RCN Staff settlement payments – MC raised that some members had enquired about the large sums being paid out to executive RCN Staff who had left the organisation last year –

other Board members raised similar concerns. Cynthia noted that there was a confidentiality clause involved, however it had been raised at Council and it was confirmed no one had been paid any more than their contractual entitlement. It was noted that any sum in the accounts would reflect employers costs such as NI and pension contribution as well as costs associated with acting up whilst new appointments were made.

Tom Colclough read out the statement that had been released on this issue and is available on the RCN website

19.32 STAFFING FOR SAFE AND EFFECTIVE CARE – Jude Diggins / Campaign Leads

Jude presented a presentation on Staffing for Safe and Effective Care.

It was reported that 10,000 actions had been taken in support regarding the opportunity to influence the amendments to the Health and Social Care Act.

It was noted that the role of the Board would be to encourage branches to engage with this campaign.

Michael Coram reported back from the meeting in April with positive feedback about ongoing discussion about defining numbers for safe staffing. It was noted that local campaigning was a key part of this campaign.

It was reported that Scotland had had enshrined legislation on safe staffing. It was suggested that it would likely be 5-10 years of campaigning before England would achieve this.

It was suggested that photo booths could be set up at congress for people to share their stories around safe staffing.

COMFORT BREAK and OPEN SPACE

19.33 EMPLOYMENT RELATIONS LEAD UPDATE

Mark Farmer noted the paper by Sue Tarr.

The Board were asked to consider the disaccreditation of reps who are not engaging with their responsibilities.

It was reported that some Stewards had refused to comply with holding cases, updating of cases on CMS and officer supervision requirements.

It was noted that when a member agreed to become a rep, they sign up to a number of standards.

It was agreed that the Board can propose disaccreditation of reps where they are non-compliant.

Concern was raised over RCN assigned computers and CMS. It was reported that compatibility issues existed. It was reported that updated RCN Rep equipment will be renewed.

It was noted that the Governance around this is around safety for the organisation and safety for the individual to safeguard both.

19.34 PROFESSIONAL NURSING LEAD UPDATE

Mark updated on the Professional Update Paper.

It was noted that the Shelia McKechnie Foundation had spoken at the last Joint Reps Development Day.

Observer Feedback – Cynthia invited feedback from the Observers present.

The observers welcomed the opportunity to attend.

19.35 BRANCHES

Board and Branch Accounts – PN

Pam reported on the Branch accounts to date, highlighting the type of things that money had been spent on thus far including specifically member recruitment and catering costs.

It was reported that Branch Treasurers had been invited to attend the October Board meeting.

Congress update PN

It was reported that ONC ONW and OSW branches had allocated £500 to Congress funding to support members to attend. Other branches were to check with Zoe Jammeh / Pam Nelson regarding their input into this.

It was reported that around 260 members were attending Congress from London. Travel had been booked for the majority of those who had requested this. It was reported that tickets had been sent recorded delivery post so as to ensure receipt.

Action – Jude / Pam to review congress funding and let Board members know of any surplus funding. JD/PN

Branch Boundaries - MF

Cynthia made a declaration of interest in this item.

Mark updated on the Branch Boundaries proposed changes within London. Some trusts would move to be included in London Region. It was reported that this would have a small effect on the number of allocated Congress places.

It was noted that these changes were made to reflect London Borough boundaries.

It was suggested that the Board consider these changes for approval. It was agreed that Branches be contacted for consultation on this prior to any decisions being made.

Action – Mark to draft letter from the Board Chair for their consideration and approval of the branch boundary changes. MF

19.36 COMMUNICATIONS - Tom Colclough

Tom updated on a survey of membership around the cost of living that was being carried out and what members wanted to see happen around this.

It was noted that the discussion around the use of hospital sites for affordable housing had unfortunately not gathered enough interest from Trusts.

Online sexual health services were still being monitored and regular meetings to keep these on the radar as it has been a year or so now since the roll out.

19.37 REGIONAL DIRECTORS REPORT – VERBAL - Jude Diggins

Jude noted the attendance record for governance purposes.

19.38 AGREE KEY MESSAGES

Jude ran through the key messages from the meeting which would be shared with the Board. These were agreed by the Board.

19.39 ANY OTHER BUSINESS and DATE OF NEXT MEETINGS

The next London Board meeting will be on 2nd October 2019

Shamilah was commended for winning the Golden Glove for National Glove week

