

RCN Scotland Board

Minutes of the RCN Scotland Board meeting held virtually/in person,

11.00 – 16.30 on Thursday 22 September 2022

OPEN SESSION

Present:

North Sector

+Jackie Leith (JLe)
Dawn Marr (DM) (in person)
Peter Cartwright (PC)
Martin Macgregor (MM) (in person) Vice-Chair

East Sector

Hilary Nelson (HN) (in person)
Sandra Milne (SM)
*Claire Lamza (CL) (in person)

West Sector

Julie Lamberth (JL) (in person) Chair
Allina Das (AD)
Greg Usrey (GU)

Other Seats

*Geoff Earl (GE) (in person) Council
Martha Gill (MG) Professional Nursing Committee
Tobias Kunkel (TK) (in person) Trade Union Committee

In attendance:

Colin Poolman (CP)	Director (Interim)
Eileen McKenna (EMcK)	Associate Director, Nursing, Policy & Practice
Philip Coghill (PHC)	Scotland Lead, Pay, Terms and Conditions
Donna McComb (DMC)	Board Administrator
Carol Harris (CH)	Communications and Public Affairs Manager
Susan Kirkman (SJK)	Business Manager
+Chloe Jackson (CJ)	RCN UK Students Committee member
Robert Gorton (RG)	RCN UK Students Committee member
Margaux Lobban (ML)	Professional Learning & Development Lead

Apologies:

Derek Clark (DC)
Jasmin Clark (JC)
Lorraine McLauchlan (LMc) NSW Committee Member

*left before the end of the meeting

+joined after the start of the meeting

OPEN SESSION

1. Welcome and Apologies

The Chair welcomed everyone to the Open Session.

Apologies were noted from Derek Clark who was unable to stay for the Open Session.

Apologies were noted from Anne McDaid, Greater Glasgow & Clyde Rep who was due to attend as an observer.

2. Minutes and actions from open session of meeting held on Thursday 26 May 2022

The Minutes were agreed as an accurate record of the meeting.

3. Update from Board Chair on Confidential Session

The Chair did not read out the briefing of the confidential session for members attending the open session as there were no attendees on this occasion joining the Open Session. However, for the purposes of the notes the Board noted the following:

- Interim Director presented a comprehensive RCN Scotland Performance Report, giving an overview of RCNS Activity during Q2, April to June 2022.
- Interim Director provided an update on NHS Pay negotiations in Scotland, advising the industrial action ballot will now take place between 6 October and 2 November 2022.
- The Board reviewed the RCN Scotland risk register and were content with the level of assurance.
- The Board were provided with details on members applications for discretionary funding to attend Congress 2022 and the expenditure incurred. The Board agreed this had been a worthwhile exercise and will consider repeating process for Congress 2023 depending on finance availability prior to the event.
- The Board were advised the decision by RCNS Board and Council to hold a statutory ballot on industrial had impacted on the ability to hold the inaugural RCN Nurse of the Year awards which had been planned for 30 November 2022. The Board agreed to postpone and rearrange the event due to its importance of recognising and celebrating nursing in Scotland.
- The Board received an update detailing the recent and current public policy work undertaken by the RCNS policy team and were advised of the following consultation responses submitted from April to August 2022:
 - Proposed Drugs Deaths Prevention (Scotland) Bill
 - Proposed Abortion Services (Safe Access) (Scotland) Bill
 - Scott Review's main and additional proposals
 - Scottish Government's New Cancer Strategy
 - Scottish Government's Health and Social Care Strategy for Older People

- The Board reviewed and agreed the processes to deal with any future proposed branch mergers.
- The Board were updated on Student Recruitment activities planned for this Autumn which sees the welcome return of some face-to-face events.
- The Board were advised RCN Scotland are engaged in preparatory work for involvement in the Scotland COVID-19 inquiry
- The Board received an update on the development of the 5-year strategy.

4. Staffing for Safe and Effective Care Update

Eileen McKenna, Associate Director spoke to this item and associated paper detailing recent and current activity for the Staffing for Safe and Effective Care workstream in Scotland.

The Board noted the following update:

Staffing for safe and effective care remains a key workstream across the RCN. Work in Scotland has focused on pressing the Scottish Government for a clear time timetable for implementation of the Health & Care (Staffing) (Scotland) Act 2019. Following sustained pressure from RCN Scotland Staff and members, the Scottish Government published a timetable which will see the legislation on the come into force from April 2024. Focus has now shifted to influencing the development of statutory guidance and secondary legislation.

Across the 4 countries work is underway to support the staffing of safe and effective care programme (SSEC). An expert group has been established to provide advice to the programme board and work continues around the promotion of the RCN Workforce Standards and how members can be supported to use these in their workplaces.

The UK SSEC Board had received assurance from the communications workstream that significant emphasis is being placed on alignment of messaging between Staffing for Safe and Effective Care and the Fair Pay for Nursing Campaign.

The workplan attached to the paper provides updated details of the activities (which fall into three categories: Evidence, Education and Action) associated deliverables and timescales.

RCNS is currently participating in the Scotland Chief Nursing Officers Nursing Workforce Task and Finish Group. The Group is overseeing 5 workstreams:

- International Recruitment – to develop deliverable target for recruitment of international nurses in 2022/23.
- Roll out of Band 4 roles in territorial boards – RCNS continue to challenge CNO and SEND. RCNS supports Band 4 roles in terms of additionality and clear pathway for Nursing Support Workers, but our red line is it should not be substitution.
- Once for Scotland Workforce Policies Development Group - Following RCN lobbying, NHS Scotland published interim national arrangements on retire

and return. The Retire & Return Policy will form part of Retirement PIN Policy and will be reviewed in line with the Once for Scotland review schedule.

- Aligning final year students with vacancies and the roles students will be coming into post-registration – aim is to streamline the process of employing newly qualified nursing and midwives. RCNS held a successful member engagement event and feedback sent to NES and Scottish Government.
- Create NHS Scotland Reservist Function.

Discussion

The Board noted in relation to the Band 4 role proposed for Scotland there is currently no appetite from stakeholders to progress any work on nursing associate regulation as has been developed elsewhere in the UK. However, there will be mapping of the NMC nursing associate competencies and role descriptors with what is being proposed for Band 4 role in Scotland to ensure it does not go beyond these NMC standards. Eileen McKenna, Associate Director continues to raise the RCNS significant concern that some NHS Boards will use these roles as an opportunity to substitute registered nurses.

Jackie Leith joined the meeting

The Board discussed international nurse recruitment. It was noted NHS boards should be prepared to give extra support to these nurses as well as additional supervision time to support with NMC OSCE, cultural differences and language, e.g. acronyms, etc. It was noted an English language test is included in NMC assessment. Recruitment is expensive and NHS boards have been asked how many they could take if partly or fully sponsored by Scottish Government. COSLA have stated they cannot commit to support housing for these nurses. Scottish Government have given commitment not to recruit from red countries, however NMC data shows there has been a rise in registration from these areas.

The Board discussed agency and bank worker costs. It was noted Scottish Government are predicting this year's spend is likely to be above last year's agency spend. Agency spend has significantly increased. RCNS have raised concerns with Scottish Government on the existential growth in bank and agency use. As well as financial impact there is also an impact on quality and patient safety. Evidence shows supplementary staff do not deliver care at same level or quality as substantive staff, for a variety of reasons. The CNO has committed to a workstream to look at reducing reliance on bank and agency staff. RCNS have reiterated the need to focus on both recruitment and retention. Due to differences in pay and desire for more flexible working, NHS nurses are now inclined to reduce their hours and move to agency working. Agency working is an important service in providing emergency cover but it is now being used on routine basis. Work is being undertaken to review overtime arrangements which may assist in reducing reliance on agency staff. It was noted the RCN Health & Social Care Partnership Board recently commenced workstream on agency nursing. This includes work on defining agency nurse category, the needs of this

membership group and what RCN can offer, as well as what influence RCN can bring to employer groups, etc.

The Board noted and agreed the proposed workplan for the months ahead.

5. Board Meeting Dates 2023

Colin Poolman, Interim Director spoke to this item and associated paper proposing Board Meeting dates and development sessions for 2023.

Following discussion on availability it was agreed the Board Administrator would email the Board with proposed new dates for the first two meetings.

The Board agreed to hold development sessions on the day after the first and third Board meeting dates.

The Board agreed to hold an extraordinary meeting in April prior to discuss arrangements for Congress 2023. The date will be confirmed by the Board Administrator in due course.

Geoff Earl left the meeting.

6. Scotland Reps Conference 2023

Margaux Lobban, Professional Learning & Development Lead provided verbal update on plans for the next Scotland Reps conference. The Board noted this in-person event will be held on 15 and 16 February 2023 at the Marriot Hotel, Glasgow Road, Edinburgh.

Sandra Milne and Allina Das volunteered to join the SLWG to start developing the programme content. It was noted if any other Board members wished to volunteer to contact the Learning & Development team.

The Board noted feedback from last conference indicated reps valued session on wellbeing and support.

7. ELD Programme – Quarterly Update

Margaux Lobban, Professional Learning & Development Lead provided verbal quarterly update on the progress of the Education, Learning and Development Strategy.

The Board noted RCN's new Education and Development Portal has gone live. Resources are available free to members and non-members (registered users). Registering users will allow data to be collected on who is accessing ELD. Member access includes revalidation portfolio. An RCN commercial offer is being developed which will allow individuals and organisations to purchase additional educational products from the RCN. This will supplement the current members receive as part of membership. One of the processes being progressed is to collate the majority of the education and learning resources from the RCN and

frame them against the RCN Quality Framework process. There will be continued quality assurance and resource development to build and grow the offer members and stakeholders.

The Board noted the update.

8. Council Update

The Board noted the latest updates. GE advised the main focus has been on the pay campaign and developing plans for the RCN institute of Excellence which is hugely supported .

9. Trade Union Committee Report

The report was noted. The Board noted national review of nursing profiles is ongoing.

10. Professional Nursing Committee

The reports were noted. The Board noted section in latest report on Nursing Associates Extended Scope of Practice. The recent Nursing Matters podcast on Industrial Action was also highlighted to the Board.

11. Board Members Reports.

The member reports were noted and the following issues highlighted:

Forth Valley

The Board were advised of the recent decision by NHS Forth Valley CEO to implement 3 months' notice period with immediate effect, which will have significant impact on members. Issues are being raised through staff side.

Following the External Emergency Department review, members from ED continue to highlight concerns. Partnership group will be set up to assess the impact of the work done so far.

Ayrshire & Arran

The Board noted NHS Ayrshire & Arran are currently reviewing "Distributive Working". It is unclear which staff this would apply to, and concerns have been raised regarding Terms & Conditions if staff do not have permanent base. A SLWG has been established which Allina Das will attend on behalf of employee director next week.

The Board noted a STAC subgroup is currently reviewing home/agile working.

Chloe Jackson joined the meeting

Claire Lamza left the meeting

12. Joint Reps Report (Learning/Safety/Stewards)
The report was noted

13. Nursing Support Worker Committee Report
The reports were noted

14. Student Committee Report
The report was noted.

The Board were advised the University of the West of Scotland has recently launched campaign to offer all students a free breakfast 3 mornings a week. This has been welcomed by students who have concerns with the current cost of living crisis.

The Board noted RG request to consider an RCN campaign for the NHS to offer all students out on placement across Scotland this winter a free lunch. CJ also suggested including the issue of car parking costs whilst on placements. Following discussion it was agreed there were a number of issues in relation to supporting student members in the current cost of living crisis and a need to coordinate work with the RCN Student Committee. It was agreed the Board administrator would arrange a meeting with the Scotland Student Committee members, the Interim Director and Associate Director Nursing, Policy and Practice to discuss and plan actions on the areas highlighted during the discussion and exploring how best RCNS can progress work on the issues important to our student members. There will be feedback to the Board at a subsequent meeting.

15. Any Other Business

The Board noted the next Board meeting will be Thursday 8th December 2022 following by Board development day on Friday 9th December. The Board were asked to send any suggestions for key topics to the Learning & Development Leads. Whistleblowing was noted as one suggestion.

The Chair thanked everyone for attending and their contribution.

[End of the Open Session]