

RCN Scotland Board

Minutes of the RCN Scotland Board meeting held in person,

10.30-15.30 on Friday 24 May 2024

OPEN SESSION

Present:

North Sector

Jackie Leith (JLe)

June Ramsay (JR)

Katherine Dumigan (KD)

Martin Macgregor (MM) Vice-Chair

East Sector

Jane Gibson (JG)

Allina Das (AD)

Lesley Cunningham

West Sector

Julie Lamberth (JL)

Sandra Milne (SM)

#Greg Usrey (GU)

Derek Clark (DC)

Chair

Other Seats

Jasmin Clark (JC)

Tobias Kunkel (TK)

Martha Gill (MG)

Council

Trade Union Committee

Professional Nursing Committee

In attendance:

Colin Poolman (CP)

Eileen McKenna

Norman Provan (NP)

Luci Pollard

Carol Harris (CH)

Jacqui Neil

Executive Director, RCN Scotland

Associate Director, Nursing Policy and Professional Practice

Associate Director, Employment Relations, RCN Scotland

Board Administrator, RCN Scotland

Communications and Public Affairs Manager, RCN Scotland

Senior Nurse, Professional Practice

Apologies:

Kelsey Clarke (KC)

Greg Usrey (GU)

*left before the end of the meeting

+joined after the start of the meeting

#joined the meeting virtually

1. Welcome and Apologies
The Chair welcomed the Board to the open session.
2. Humans Not Heroes
An Audio presentation – a link will be provided.
3. Minutes of the meetings held on 15 February 2024
These were noted as an accurate record of the meeting.
4. Update from the Board Chair on Confidential Session
 - 4.1 No additional members or staff joining the Open session.
5. Pay Update
 - 5.1 Norman Provan, Associate Director, Employment Relations spoke to this item. He noted the excellent detailed work being undertaken by Philip Coghill, Scotland Lead for Pay, Terms and Conditions. He noted that this review could apply to up to 35,000 people. Staff should be self-motivated to go through the review process. All the three workstreams for the non-pay elements of last year's pay deal are on track.
 - 5.2 It was noted that RCNS is developing online material to support members through the review process along with a communications plan and awareness raising materials.

Discussion

It was noted that in Lothian and Borders things are progressing already with several awareness sessions having been held.

The Board were aware that some health boards were delaying addressing this issue.

6. Communications and Parliamentary Update
 - 6.1 Carol Harris, Head of Communications spoke to this item. She reminded the Board of the publication of the RCN The Nursing Workforce Report. There will be a number of stories linked to Congress including information from the Last Shift Survey; the student survey (UK wide survey).
 - 6.2 The UK team are looking at the recent announcement of a general election and what can be planned for Congress in relation to this.

Discussion

The Chair thanked the Head of Communications for the excellent communications prior to and during the Nurse of the Year Event. The Board noted that there would be further communications in the coming days and weeks etc.

7. Nursing & Midwifery Taskforce
 - 7.1 Colin Poolman, Executive Director spoke to this item. The Board were reminded of the RCNs 'Scotland's Nursing & Midwifery Taskforce Our Priorities for Action'

publication. He reminded the Board about the listening project which although it had a slow start it is delivering good engagement. If a report is available, it will be shared with the Board.

- 7.2 Eileen McKenna, Associate Director Nursing Policy and Professional Practice noted that she and other colleagues had fed back comments on the attraction and retention recommendations. Workload is the biggest issue that has come out of the Taskforce Listening Project. Nursing staff have noted that being moved caused concerns and issues for staff, the process and levels of equity were noted. The frequency of moving to different areas is a stressor and increases attrition.

Discussion

A Board member noted that there are issues regarding the expectations of the person being moved and also the team that are receiving them.

- 8 Staffing for Safe and Effective Care
Eileen McKenna, Associate Director, Nursing Policy and Professional Practice spoke to this item. She highlighted some key issues. RCN is continuing to press for additional financial support for nursing students. RCN continues to engage with Healthcare Improvement Scotland to influence the staffing level tools. Work on Senior Charge nurses' issues continues. The Associate Director and other staff met with the National Care Service Bill team to further influence the development of the Bill.

- 9 Policy Update
The Board had been updated in previous agenda items.

Allina Das left the meeting

10. Board Development
- 10.1 Eileen McKenna, Associate Director, Nursing Policy and Professional Practice spoke to this item. Approval was support for the plan. The Executive Director noted that the Equity Diversity and policy will be launched.
- 10.2 The Board agreed the development plan.

- 10 Congress 2024
Colin Poolman, Executive Director gave a short presentation to remind Board members of travel, accommodation and event arrangements.

- 11 Council Update
11.1 The Council member will update the Board as required.

- 12 Trade Union Committee Report
12.1 The Committee member updated the Board on the recent meeting and gave an overview of the report the Board members have received. In February there were some new members joining the Committee. There was a discussion regarding a buddy system to support new reps with more experienced reps. A task and finish group is developing an approach to managing a 'pause' for reps who require it (eg

for maternity leave etc) and accreditation and disaccreditation. The sprig reps conference had been live-streamed.

Discussion

There were some concerns regarding the way the current system of accreditation and disaccreditation. The Executive Director highlighted some of the challenges of managing reps who do not meet governance requirements or become uncontactable. The Associate Director highlighted some of the issues that have arisen, for example a rep had submitted a document to the NMC which the NMC then sent to the RCN because of its poor quality, the member to whom the paperwork related was at serious risk of being struck off due to the reps actions. It was noted that 91% of reps in London do not hold cases. Some reps do not wish to comply with the RCN's policies and as a result they pose a risk to the organisation and to its members. A Board member asked how Rep supervision of new reps would work given that rep workloads will be increased.

13 Professional Nursing Committee Report

13.1 The Committee member spoke to this item, noting that five new Committee members have joined and are integrating well. She then gave an overview of the paper.

14 HP Committee update

14.1 Lorraine McLauchlan, Committee member was unable to attend the meeting.

15 Health & Safety Representatives Committee Update

15.1 Elspeth Caithness, Committee representative was unable to attend the meeting.

16 Joint Reps Committee Report

16.1 The report was noted.

17 Student Committee Report

17.1 Sian Kiely, Knowledge, and Research Manager gave a verbal update. Recruitment materials have been shared with the student ambassadors. It was noted that student ambassadors do not have a formal link with their branches. Board members were encouraged to approach Sian Kiely, Knowledge and Research Manager or their Senior Officer if they had any concerns regarding their student ambassador.

18 Board members' Reports

18.1 The reports were noted.

Discussion

A Board member noted that some members had said that they had been instructed to not approach their unions with any issues they have. Board members were encouraged to ask the members to contact their Senior Officer.

19 Any Other business

19.1 There was no further business to discuss.

[End of the Open Session]