

RCN Scotland Board

Minutes of the Royal College of Nursing Scotland Board, Open Session, held at RCN Scotland, 42 South Oswald Road, Edinburgh EH9 2HH, on Thursday 5 December 2019, 10.30am-4pm

Present:

North Sector

Alistair Grant	Grampian
Peter Cartwright	Highland
Andy Notman	Islands
Martin MacGregor	Tayside

East Sector

Yvonne Smith	Borders
Sharon Adamson	Fife
Jasmin Clark	Lothian

West Sector

+Aurelia (Peggy) Kungu	Dumfries & Galloway
Ann MacCrimmon	Greater Glasgow
Tom Wilson	Lanarkshire

Chair

Other Seats

Geoff Earl	Council
Mandy Kay	Temporary Seat
Diane Coleman	Trade Union Committee

In attendance:

Theresa Fyffe	Director
Eileen McKenna	Associate Director
Norman Provan	Associate Director
Luci Pollard	Board Administrator
*+Sian Kiely	Knowledge and Research Manager
Carol Harris	Communications Advisor
Susan Kirkman	Business Manager

Apologies:

Theresa Connor	Professional Nursing Committee
Derek Crossan	Forth Valley
Julie Lamberth	Ayrshire & Arran

Vice-Chair

Also attended:

*Graham Revie, Chair, UK Stewards Committee
 Observers for the Open Session: Angela Hills, Lynn Brown, Diana Mumba from the Glasgow Branch

*arrived after the start of the meeting

+left prior to the end of the meeting

7. **Welcome and Apologies**

The Chair welcomed the observers to the meeting: Angela Hills, Lynn Brown, Diana Mumba.

Dawn Keating had tendered her apologies due to train travel difficulties.

Graham Revie joined the Board meeting

Apologies were noted from Julie Lamberth and Derek Crossan.

Diane Coleman was thanked for her work on RCN Scotland Board as this is her last Board meeting.

8. **Minutes from the open sessions of the meetings held on 5 September 2019**

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

Actions were noted.

9. **Safe Staffing**

Eileen McKenna spoke to this item. It was noted that she met with the CNO directorate and the time line is anticipated to start in April 2020 possibly in a phased way to help Boards ready for the changes.

The Board noted that 19 members (an increase from when the paper was written) have agreed to support the RCN in a number of core areas for guidance and methodology development.

Discussion

The Board noted the update. The Board agreed the core positions for Phase 2.

10. **Pay**

Norman Provan spoke to this item. He advised the board that there is a four country pay group which has looked at the outcome of the current 3 year pay deal. An RCN pay strategy was being developed and joint pay workshop with key RCN staff and the Trade Union Committee was held in Oct. It was recognised that a four country pay bargaining approach may not prevail for future NHS pay bargaining, as a consequence of the individual pay bargaining arrangements undertaken in the last deal. The RCN pay strategy will also contain elements for the independent sector. The Strategy will go back to the Trade Union Committee and to Council.

Discussion

Agenda for Change is about terms and conditions and pay is differentiated from this.

11. Exhibition Update

Sian Kiely joined the meeting and spoke to this item. The current exhibition *Aspects of Age* opened three weeks ago and the launch event on 13 November was sold out with a waiting list. Both member and public engagement has been very positive. An increasing number of nurse members are attending exhibition events to support their revalidation. Social media on the exhibition has been very positive, plus television media coverage on STV news and That's TV Scotland channel.

Subsequent exhibition events in 2020 targeted at a public and member audience are *Living Longer, Living Better* focusing on positive ageing, taking place in Aberdeen on February; and a *Death Café* event in March in Glasgow which will be a facilitated discussion to talk about death and dying. It was noted that all the exhibitions have on-line content.

Discussion

The Board thanked Sian Kiely for the update.

12. Student Numbers

Eileen McKenna spoke to this item and gave an overview of the paper which has been received to the Board. The announcement regarding student nurse intake is expected before Christmas.

Discussion

The Board noted the attrition rates were of a concern and it was felt that there were issues both in terms of experience at university and in placements.

Board to consider whether branch funding can be used to design a training package to help support nurses support placements.

Student feedback is part of quality measures. There is an electronic system of feedback accessible to students through NES which enables them to report back on placements.

The Board agreed RCN Scotland's key lines detailed within the paper and agree the direction of travel in supporting continued increases in each field of nursing.

13. General Election Planning

Carol Harris spoke to this item. She outlined the four manifesto themes that were discussed previously. Student conference attendees designed a campaign on an important issue to them and the winners of the competition focussed on nursing wellbeing.

The Four Themes were discussed at the Reps Conference and the top 5 priorities are noted below (score from the Reps Conference in brackets)

Staffing for Safe and effective care – top 5 Priorities

Health and care services to be properly funded to allow providers to meet their duties under the Act (132)

Fully funded and evidence-based workforce plan (124)

Increase number of nursing student places and continue cost of living increases to bursary (66)

Robust reporting and scrutiny of safe staffing duties (54)

All workforce decisions to uphold principle that every person has the right to see the right health professional with the right skills in the right place at the right time (48)

Valuing the nursing workforce – top 5 priorities

Address the years of below inflation pay increases and ensure pay and conditions position nursing as an attractive career option, wherever we work (145)

Staff can raise concerns with no fear of repercussions (98)

Prioritise nursing health and wellbeing (93)

Parity of pay for nursing staff in the independent sector, making careers in this sector more attractive (63)

Deliver protected time for CPD (59)

A sustainable future for health and care services – top 5 priorities

Shifting the balance of care must be matched by a shift in resources into community (137)

Grow the district nursing workforce (91)

Clear criteria to be used when government take any decision on health care funding to ensure transparency and support taking difficult but necessary choices (76)

Funding a sustainable care sector (65)

Drive forward integration to break down barriers that remain between health care and social care (56)

Public health and tackling inequalities – top 5 priorities

Sufficient resources to meet nursing needs in rural areas (157)

Parity of esteem for mental health (97)

Ensure everyone with dementia gets access to the nursing care they need (63)

Prioritise prevention of ill-health, particularly among heard to reach groups (62)

Action to reduce climate change footprint of Scotland's health and care system (39)

The Board noted plans for the future: There will be a member survey next year (Feb/March) to further inform development of our manifesto asks and election campaign. The RCN will continue to engage with political parties. There will be wider member engagement ahead of election campaign – some ideas from reps conference included:

- Interview members for real life nursing stories
- Live stream presentation/Q&A session
- Podcasts
- Pop up stalls in workplaces
- Videos

More detailed proposals will be brought to the RCN Scotland Board February 2020 meeting.

Discussion

It was agreed that work will be done to increase wider understanding of the asks. It was highlighted that it is not just nursing homes, but community care needs to be included.

It was clarified that political parties do invite the RCN to meet with their teams when they are developing their party manifestos. RCN also meets with MSPs.

The Board noted the details of the UK lobbying Act, the Scotland Lobbying Act, 'purdah' and how these impact RCN.

14. Independent Health and Social Care Strategy Update

Theresa Fyffe spoke to this item. This work has come from discussions and resolutions at Congress. This is an important piece of work to ensure that members within these sectors are fully supported and considered.

The Council Task & Finish Group has been appointed to. It was noted that there had been no applications from Scotland – it was thought that this might be due to the amount of travel that might be required, although some work will be done by tele/video conference and done virtually. Council will make the final decision on the strategy.

Discussion

The Board noted the update.

15. Council Update

Geoff Earl updated the Board. A ballot regarding industrial action is likely to take place in Guernsey. Congress 2019 – at the last Board meeting the issue of locations/venue of Congress were raised. It was noted that Congress moved to try and ensure that it is accessible to members across the UK.

AGM 2020: AGM was moved to the Congress week to encourage attendance. A task and finish group has been set up to agree on where the AGM should be held in the future. In 2020 the AGM will be held before the awards.

Discussion

It was noted that members were positively responding to the industrial action taking place in Northern Ireland.

The Board agreed that it would be helpful to showcase the learning from industrial action at the next Scotland reps conference in 2020.

16. Policies and Process for Board meetings

Geoff Earl spoke to this item. In July Council approved this policy which came out of the EGM, accountability and transparency; also about consistency across the UK. It was noted that the South East have live streamed their meeting.

The Board noted the timescales for the reports from the Board meeting and the arrangements for voting. Board members can raise issues to be discussed at Board meetings.

Discussion

It was felt that the timescales around the circulation of the summary and minutes were unreasonable – 5 days for staff and volunteers was agreed to be too short a timescale.

It was agreed that the Chair will write a letter to UK Governance regarding the timescales.

17. Professional Nursing Committee

Theresa Connor was absent from the meeting.

Discussion

The Board noted the report.

18. Trade Union Committee

Diane Coleman spoke to this item. The industrial action in NI was going well, a verbal report was given to the TU Committee by Colin Poolman. There had been some issues with managers and their treatment of activists. This was dealt with quickly.

An in-house strike book has been developed.

**Aurelia Kungu left the Board meeting.*

Discussion

It was noted that the UK press had not noted the activity in NI, it was restricted to the local press.

19. Student Committee

Dawn Keating had tendered her apologies due to travel issues.

The paper was noted.

20. Learning Reps Committee

The paper was noted.

21. Safety/Stewards/Learning Reps Joint Report

Apologies were received from Carolyn Venters.

Discussion

Graham Revie will be stepping down from the Stewards Committee. This will be a casual vacancy which will be filled by an appointment process.

22. Governance Support Committee

The paper was noted.

23. Nursing Support Workers Committee

The paper was noted.

24. International Committee Report

The paper was noted.

25. Board members' Reports

Glasgow – members at QEUH are under considerable pressure and questioning from the public.

Grampian – Discussion are taking place with Meridian. RCN have raised an issue regarding the deteriorating culture. A meeting will be held with the Board member in December.

Highland – Sturrock Review – short notice invitation to meetings and personal details were being asked of those who wished to attend. The Board member was advised to approach the Chief Executive to let him know that this was not appropriate. Members should also be informed of the inappropriate approach.

Tayside – winter planning underway but concerns regarding finding staff for this.

Lothian – social media ‘competition’ to have twitter profiles, not all tweets appropriate. A&E issues regarding encouraging people not to come to A&E unless it is an emergency. Some senior staff in A&E were leaving. Anecdotal evidence of patients’ concerns and treatment.

Fife - AGM to be rearranged as it was not quorate when convened.

Borders – Confidential: The Board member highlighted the difficulties of running a branch that had little support. Any merger will require to adhere to the process. Council must receive a paper seeking permission to undertake an engagement process with Borders members and members in the area they wish to merge with. The process will be undertaken, results brought to Board and Board recommendations to be taken to Council for ratification.

The Board agreed to set up a SLWG to support the Board member for Borders in this process. Alistair Grant, Andy Notman and Martin MacGregor agreed to sit on the SLWG.

The Council representative will take a paper to the February 2020 meeting regarding the process. It is anticipated that the process will take approximately 10 months.

The Board agreed to debate the issue of the impact of branches merging at the next meeting.

26. Any Other Business

None.

End of Open Session of the Board meeting.