

## RCN Scotland Board

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### Report to Branches of the meeting held on Thursday 5 December 2019

Tom Wilson, Chair welcomed the Board and three observers from the Glasgow Branch to the meeting:

Apologies were received from:

Theresa Connor	Professional Nursing Committee	
Derek Crossan	Forth Valley	
Julie Lamberth	Ayrshire & Arran	<b>Vice-Chair</b>

Observers:

Angela Hills, Lynn Brown, Diana Mumba from the Glasgow Branch

Also attended:

\*Graham Revie, Chair, UK Stewards Committee

Diane Coleman, Trade Union Committee was thanked by the Chair and Board for her work on the Committee and as this meeting was her last on the Board.

#### **Safe Staffing**

The implementation of the Health and Care (Staffing) (Scotland) Act is likely to be phased in across health Boards from April 2020.

#### **Pay**

An RCN pay strategy is being developed which will also contain elements for the independent sector. The strategy will be presented to the Trade Union Committee and to Council.

#### **Exhibition Update**

The current exhibition Aspects of Age opened with a launch event on 13 November which was over-subscribed. Both member and public engagement has been very positive with an increasing number of nurse members attending exhibition events to support their revalidation. 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. All the exhibitions have on-line content.

#### **Student Numbers**

An announcement regarding student nurse intake is expected before Christmas. Attrition rates are a concern and issues have arising both in terms of experience at university and in placements.

#### **General Election Planning**

Four manifesto themes were discussed at the Student and Reps conferences. The top four priorities for each theme were identified at the Reps Conference and are set out below:

### **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
- Fully funded and evidence-based workforce plan
- Increase number of nursing student places and continue cost of living increases to bursary
- Robust reporting and scrutiny of safe staffing duties
- 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

### **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
- Staff can raise concerns with no fear of repercussions
- Prioritise nursing health and wellbeing
- Parity of pay for nursing staff in the independent sector, making careers in this sector more attractive
- Deliver protected time for CPD

### **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
- Grow the district nursing workforce
- Clear criteria to be used when government take any decision on health care funding to ensure transparency and support taking difficult but necessary choices
- Funding a sustainable care sector
- Drive forward integration to break down barriers that remain between health care and social care

### **Public health and tackling inequalities – top 5 priorities**

- Sufficient resources to meet nursing needs in rural areas
- Parity of esteem for mental health
- Ensure everyone with dementia gets access to the nursing care they need
- Prioritise prevention of ill-health, particularly among heard to reach groups
- Action to reduce climate change footprint of Scotland's health and care system

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 using some of the ideas suggested at the reps conference including, interviews, live stream presentations, podcasts, and pop up stalls in work places. The Board noted the details of the

UK lobbying Act, the Scotland Lobbying Act, and 'purdah' and how these impact RCN activity.

### **Independent Health and Social Care Strategy Update**

This strategy is being developed building on discussions and resolutions at Congress. The Council Task and Finish Group has been appointed to and will have their first meeting at the end of January 2020. Council will make the final decision on the strategy.

### **Council Update**

It was noted that industrial action is likely to take place in Guernsey. The AGM in 2020 will be held before the awards to try and ensure engagement prior to the start of Congress.

### **Policies and Process for Boards and Committees**

A new policy has been agreed by Council to support accountability, transparency and consistency across the UK.

### **Trade Union Committee**

Industrial action in Northern Ireland is going well. There had been some issues with managers and their treatment of activists but these issues were being dealt with quickly. It was noted that media interest in the industrial action was limited to Northern Ireland.

### **Safety/Steward/Learning Reps Joint Report**

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

Reports were received from the following Committees:

Professional Nursing  
Student  
Learning Reps  
Governance Support  
Nursing Support Workers  
International

### **Board members' reports**

Glasgow – members at QEUH are under considerable pressure and questioning from the public. RCN stewards and ERD staff have been working closely with members. The Director receives regular reports and is closely monitoring the situation as it evolves.

Grampian – Discussion are taking place with Meridian. RCN have raised and issue regarding the deteriorating culture.

Highland – Sturrock Review – short notice invitations had been extended to staff and personal details were being requested from those wishing to attend. The Board member was advised to approach the Chief Executive to clarify that this requesting this information is not appropriate and to inform members of same.

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

Lothian – People are being discouraged from attending A&E unless it is an emergency. Some senior staff in A&E were leaving and there is anecdotal evidence of patients in distress and not treated appropriately due to pressures.

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

Borders – The Board member highlighted the difficulties of running the branch. These difficulties had been on-going for a number of years. The Board agreed to set up a SLWG to support the Board member for Borders in consulting with members and considering options for a possible merger with another branch. It was agreed that the Council representative will take a paper to the February 2020 Council 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.

***December 2019***