

RCN Scotland Board

Report to Branches of the meeting held on Thursday 5 September 2019

Tom Wilson, Chair welcomed the newest member of the Board to the meeting: Peggy Kungu, Dumfries and Galloway. The Board noted apologies from:

Sharon Adamson	Fife
Jasmin Clark	Lothian
Theresa Connor	Professional Nursing Committee
Mandy Kay	Temporary Seat
Martin MacGregor	Tayside
Yvonne Smith	Borders

Also attended:

Craig Davidson	Students Committee
Dawn Keating	Students Committee

Audit of Congress Travel and Accommodation

An audit of travel and accommodation was carried out following a request from the Chair of Council via the Board's Council member. The cost of 4 nights' accommodation per voting member had been allocated and where possible public transport was used. This year some alternative arrangements to travel by car were made due to rail line closures that would have affected members' arrival time at Congress. It was noted that passenger mileage claims cannot be paid due to HMRC regulations.

The audit found that three members had requested an additional (5th) night's accommodation. One of these members anticipated getting home before 10pm. The audit also noted that one member responsible for distributing travel tickets for a number of members had not passed the tickets on and new tickets had to be purchased for the other travellers.

For 2020 Council may decide to finish Congress slightly earlier which will help timely return travel. Where members are unable to reach home by 10pm, as stated in the Members' Expenses Policy, a fifth night of accommodation may be provided.

Succession Planning

The Board are very keen that members are encouraged to consider putting themselves forward to sit on the Board. It was agreed that Board members will promote opportunities to engage with the Board and to attend Board meetings. Further work will be done on the website improve access to relevant information. An 'outreach' pack will be developed for Board members' use.

Board Dates 2020

The Board agreed the dates for 2020 as follows:

- Thursday 20 February
- Thursday 14 May
- Thursday 10 September
- Thursday 10 December

Reps Conference 20/21 November 2019

A Short Life Working Group (SLWG) had been set up to develop the programme for the event. Julie Lamberth, Martin MacGregor and Mandy Kay were on the SLWG. This year's conference will be called: 'Joining the Dots: making connections for you, your workplace and our members'. Currently there are 75 reps registered to attend this year's event, and it is hoped more will register in the coming weeks. The Chief Executive & General Secretary, Donna Kinnair, and the President Anne Marie Rafferty and will be attending the conference. There are some places available for aspiring representatives to attend.

Branch Activity Funding Recruitment Incentives

Due to infection control/risk it was agreed that neither lanyards nor card holders will be ordered this year. Mobile phone accessories will be investigated and options considered by Board. Branches notebooks could be ordered from publications.

Orkney Branch

Following consultation with relevant members, it was agreed that the merger of RCN Orkney and RCN Grampian branches should take place at the 2019 Grampian AGM.

Safe Staffing

The project plan for stage 2 was agreed by the Board. The Board recognised that the development of the guidelines for the Health and Care (Staffing)(Scotland) Act were essential to the effective implementation of the Bill. The guidelines will take some time to develop and agree.

Scottish Workforce and Staff Governance Group (SWAG)

It was agreed that Tom Wilson, Chair RCN Scotland, would take the seat on the Group.

Parliamentary Elections

The next Scottish Parliament elections are in May 2021. There will be a three phased approach in developing the RCN Scotland manifesto for the election. She outlined the four themes: Staffing for safe and effective care; improving working conditions and pay; workplace culture; sustainability and inequalities. The Board agreed that Julie Lamberth, Ann McCrimmon, and Alistair Grant will sit on the SLWG set up to progress this work.

Parliamentary Event

RCNS held a very successful exhibition at the Parliament in June where we engaged with MSPs from all parties. The exhibition explored the previously untold stories, from the contributions of D/deaf nurses, to the experiences of Black, Asian and Minority Ethnic (BAME) nurses working in the UK, through to networks of Lesbian, Gay, Bisexual and Trans (LGBTQ+) nurses.

Party Conferences

The Board agreed to that attendance at political conferences next year would be decided based on cost and other strategies used by RCNS to engage with Members of the Scottish Parliament.

Student Committee

Craig Davidson and Dawn Keating from the Student Committee updated the Board on the work of the committee. The the Student Information Officer role is currently being reviewed and refreshed.

RCN Students are running a debate on 8 October in Belfast, the title of the event is 'this house believes we should put 'national' back in the national health services'. It is hoped that this will be a nursing and general public debate. Funding to help support student nurses to attend the event in Belfast is currently being sought.

'Fund our Future' campaign continues with students across the UK being encouraged to support the campaign.

Key priorities for next year are relating to excellence in education in order to provide excellence in care.

Scotland has 32 SIOs and there will be allocated funding to support SIOs to attend the student conference. Student Committee are seeing a student nurse to attend the European Nursing Student association event this will be funded by RCN UK.

Council Report

Independent Health and Social Care Strategy – Council has agreed to fund a role to improve the RCN reach into this area. A strategy to work across the whole of the UK will be developed. Council has agreed that all international work will be considered in terms of value. This will include the International Council of Nurses (ICN).

Congress had agreed a review of governance. This will be a full review and the review is being progressed. Council felt that some members did not recognise the difference between the AGM and Congress and Council will consider where the AGM should be held in the future.

Council had a very successful visit to RCN Direct in Cardiff and had been impressed with the work of the team there.

Trade Union Committee

The last TU Committee meeting went well. There was recognition that the Northern Ireland Pay Ballot was a significant piece of work and was progressing well.

Member Engagement

'Board Update' is sent to the Board and to all representatives each week. The reps area of the web site will continue to be developed and it is hoped that it will in future provide information on key lines and campaigns. A reps campaigning resource will be developed UK wide. The member survey closed last week and 13k responses have been received, which is very encouraging. The responses will be analysed and a report produced.

Reviewing Members' code of conduct and disciplinary policy consultation

The Board considered the policy and feed-back was provided. Branch officials will be sent the consultation which is open until 4 October 2019.

Branch Activity Funding – non allocated funds

It was agreed that Branches will be informed that monies should be spent by 31 October 2019. Any monies unspent/allocated by this date will be sent back to the centre.

Board members' Reports and Branch Plans

Lanarkshire – there was a strike by GMB at Hairmyres regarding pay software, and Unison is balloting members. John White, HR Director will retire from his role on 31 March 2020.

Ayrshire & Arran – had a successful event 'get mugged' which also reached members in the independent sector and was present across social media. The Board member sits on a national group which has discussed theatre staff.

Dumfries & Galloway – there is a lack of support for newly qualified nurses which impacts on recruitment and retention.

Grampian – concerns regarding costs around Meridian. There is also a shortage of registered nurses. Bank working policy protocol is being discussed.

Lothian – considering recruiting from Australia; managers being asked to consider reframing roles to free up registered nurses time. It is understood that 40 nurses were recruited in the first session.

Highland - Bullying workshops had been held but were not as well attended as hoped.

Oversight and Scrutiny Committee

Ann MacCrimmon is the Scotland representative on the Oversight and Scrutiny Committee (OSC). The Committee is an assurance group – it looks at budget, key messages etc from the safe staffing work. It seeks to ensure that the safe staffing work across the four countries is scrutinised. There are representatives from across the four countries and the Trade Union and Nursing Policy committees. The OSC has met twice and has agreed that key messages should be brought to Boards. It was agreed that the key messages will be sent to Board members for onward dissemination to branches and other groups. The work and ways of working of the OSC is aligned to the IRS recommendations.

September 2019