

RCN Scotland Board

Minutes of the Royal College of Nursing Scotland Board, Open Session, held by video and teleconference on Thursday 10 September 2020 from 09.30am-1.30pm

Present:

North Sector

Alistair Grant	Grampian
Peter Cartwright	Highland
Andy Notman	Islands

East Sector

+Sharon Adamson	Fife
Jasmin Clark	Lothian

West Sector

Aurelia (Peggy) Kungu	Dumfries & Galloway
Ann MacCrimmon	Greater Glasgow
#Tom Wilson	Lanarkshire
+Julie Lamberth	Ayrshire & Arran

Chair
Vice-Chair

Other Seats

Geoff Earl	Council
Mandy Kay	Temporary Seat
Graham Revie	Trade Union Committee

In attendance:

Theresa Fyffe	Director
Eileen McKenna	Associate Director
Norman Provan	Associate Director
Luci Pollard	Board Administrator
Carol Harris	Communications and Public Affairs Manager
Sian Kiely	Knowledge and Research Manager
Alison Manners	Professional Learning & Development Lead
Susan Kirkman	Business Manager
Jennifer Underwood	HCSW Development Officer – present for item 5

Apologies:

Theresa Connor	Professional Nursing Committee
Yvonne Smith	Borders
Martin MacGregor	Tayside

*arrived after the start of the meeting

+left prior to the end of the meeting

#left for a period during the meeting

1. Welcome and Apologies

The Chair welcomed the Board to the Open session of the meeting.

2. Minutes from the open session of the meeting held on May 2020

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

Actions were noted including that Branch decision making during covid was being done virtually: all branches have been notified how to run their meetings virtually.

3. Branch mergers

Norman Provan spoke to this item. The consultation process has no

The Board were reminded that they had agreed that members should be consulted on the potential merger of the Borders and Lothian branches as the Borders branch had struggled to be active. The consultation closed recently. Few responses had been received from either branch, but those that had been received had been positive.

Approval to the merge the two branches will be presented to Council.

Discussion

The issue of Clyde branch was discussed as they do not have a functioning executive. It was noted that the new Borders/Lothian merge would not mean any loss of congress places. However, the potential merger of Clyde and Glasgow would result in the loss of a congress place. It was noted that Scotland has always followed the rules around branches and congress. There has been concern that this has not been reflected across the UK.

Julie Lamberth left the meeting

A plan regarding this issue will be discussed ????? at UK level. This will be shared with the Board

It was noted that the Clyde branch has been at risk for a considerable period. During this period some members had stepped forward for a short period of time to take branch official roles, but had not stayed in role very long.

It was noted that work place units should be discussed at a later Board meeting to help ensure ease of member engagement.

4. Manifesto Development

Carol Harris and Niki Stark spoke to this item. The RCN is continuing to lobby political parties. More work is being done on the member and public facing campaign.

It was noted that paper does not contain the final wording for the manifesto, and the plan for the best way to present this will be developed by the SLWG and staff.

The Board were given an overview of the paper.

Discussion

The Board noted the detail of the paper including activities, timelines, costs and risks.

The Board noted the challenges given the pandemic and its impact.

The issue of pay was noted: the Scottish Government may delay an announcement until after the UK Government has made its announcement.

The RCN needs to consider its position on a national care service. It was noted that the RCN is lobbying to have a place on the Review of Social Care Committee.

The RCN has been engaging with all the parties regarding social care. Party conferences are beginning to be planned and the RCN is considering how best to engage.

The Board agreed the priorities outlined in the paper with the addition of consider

5. Equality & Diversity

Jennifer Underwood, spoke to this paper. The Board noted the plan and priorities for 2020 and 2021 as outlined in the paper.

LGBT and Overseas networks have been on hold during the pandemic due to the challenges of communications. The BAME network is progressing as agreed by the Board in July.

Discussion

The Board agreed future reporting to the Board will be twice a year. Briefings outwith the Board meeting will be sent to update the Board as required.

6. SenseMaker

Eileen McKenna spoke to this item. The Board noted the background to the paper. NI were running a SenseMaker pilot and Eileen McKenna was invited to sit on the NI SenseMaker Committee and had been privy to the data coming out of the pilot. The qualitative and quantitative data were very helpful and informative. This would provide a good opportunity in Scotland to gain an understanding of the impact of the pandemic.

Scotland has been given the opportunity to join the NI pilot. Most of the fees are covered by the NI pilot the £4k required for consultancy fees.

It is proposed that the same governance model as Safe Staffing should be used ie that the Board will oversee the work.

Discussion

The Board asked how members would be engaged. SenseMaker will be promoted to members and Board members would be asked to support the promotion.

It was felt that the idea was good and the Board were supportive. It was agreed that promotion of Sensemaker was essential to ensure that as many members as possible could access and

It was agreed that the costs were low. It was important to ensure that checks were in place to ensure that any additional costs were monitored.

The Board agreed that this work should be progressed and the proposed governance arrangements were appropriate.

7. Safe Staffing Update

Eileen McKenna spoke to this item. The implementation of the Scottish Legislation has been paused. The RCN has raised the issue implementation timetable with the Cabinet Secretary and others.

RCN had planned to support the implementation with a number of virtual events, invitations will go to senior nurses and those involved in workforce planning. Although implementation has been paused, there has been ongoing work with the Scottish Government team regarding the Care Home and Community Templates. The Templates have been developed without the overarching Programme Board, the RCN has asked for the reinstatement of the governance arrangements.

The RCN has recruited to a temporary post to support the implementation, the staff member has not yet taken up the role as yet.

Discussion

It was felt that this is positive and important work.

The Board Noted the update and agreed the direction of travel of the work.

Graham Revie joined the meeting

8. Care Home Sector

Eileen McKenna spoke to this item, as Amy Dalrymple had to leave to attend another meeting. The RCN seeks to increase its influence in the independent

sectors. The Scottish Government has put in different structures including new responsibilities for Directors of Nursing.

Discussion

The Board noted the challenges of accessing care homes given the pandemic. Digital technology was being used to engaged with care homes. The RCN has also been engaged with xxxxxx which has enabled the organisation to highlight the benefits and support the RCN offers.

The Board noted the risks and agreed the next steps. The Board will receive regular updates.

9. West of Scotland Office

Norman Provan spoke to this paper. The Board were reminded of the consultation process and were updated on the views of the staff and the option that they had selected. ET had received a paper on the consultation and had agreed the recommendations.

A property consultant was seeking to identify a suitable hub for the staff.

Discussion

The Board noted how ways of working have changed and usage of the office. The new space required will be smaller and be better suited to the number of staff and their needs.

The property budget is a UK budget so savings will be returned to the UK. It was noted that work done on Scotland HQ property was paid for centrally.

The Board noted the paper.

10. Reps Learning

Alison Manners spoke to this item. It was noted that learning had moved to a virtual model. Learning discussion and home tasks were included. A pilot was run in July ahead of activities elsewhere in the UK. The pilot worked well.

It was noted that the foundation level module was more of a challenge as relationships had not yet been built with members at the beginning of their journey to become reps. Work was being done to be as welcoming and supportive as possible to these potential reps. Different models are being tested across the UK. It was anticipated that elements of the current models will be retained when it is possible to return to the previous method of delivery post-pandemic

Discussion

It was noted how important and essential this work was to ensure that reps can be developed. There was concern that some employers may not be as willing to allow reps facilities time given that the learning is online.

It was noted that there is a consecutive days' model which is being used to help support requests for facilities time.

A Board member commented on the positive feedback that reps had given him on the virtual courses.

11. Board meeting dates 2021

Luci Pollard spoke to this item. She asked the Board to consider and agree the proposed dates and development days:

Thursday 18 February
Thursday 27 May
Thursday 2 September
Thursday 9 December

There will be three development sessions in February, May and September on the day after the Board meeting.

Discussion

Staff will develop a briefing for the Board regarding return to the office and the virtual/face to face nature of the Board meetings.

The Board agreed the Board dates and development sessions.

12. Council Update

Geoff Earl spoke to this item. It was noted that the Council had had weekly briefings since the beginning of the pandemic. Currently the meetings were being held fortnightly. These meetings have been useful for covid, pay, independent governance review etc.

The Board noted the possibility of an EGM.

Discussion

It was noted that members were asking questions about possible internal issues with the RCN and it was felt that reassurance should be clear and given to members. Legal issues had prevented staff and Council from discussing the Presidential Elections, which had left a communications gap. It was agreed that the Council member would raise this with Council.

The Board congratulated Dave Dawes on his election to the role of Chair of Council.

13. Trade Union Committee

Graham Revie spoke to this item. There have been meetings regarding pay, the TU Committee had been engaging widely with members about pay.

TU Committee has approved a paper which will go to Council regarding a process to enable a member to, for reasons of ill health etc, to step back from a committee and a temporary replacement could be appointed. This would not apply to Council, but to Committees and Boards.

There had been a robust discussion on the independent sector in relation to pay. Some work had been commissioned in relation to the independent sector.

Guernsey had balloted their members earlier in the year. Members there may have to be re-balloted due to time constraints.

It was noted that there were a number of issues relating to the independent sector that were being considered. A report will be forwarded to the Board in due course.

The Board noted the report.

14. Overview & Scrutiny Committee Update

The Board noted the paper.

15 Board members' Reports

It was noted that some organisational change issues were being pushed forward with little or no staffside engagement. SPF will be issuing guidance on this. There were significant concerns across the Board regarding the approach being taken.

There is a national shortage of uniforms which is impacting working. This has been raised with the relevant Director of Nursing.

It was noted that changes being made to property with little engagement or consultation. Managers are making decisions not always made in the best interests of patients.

16. Professional Nursing Committee

The Board noted the paper.

17. Student Committee

The Board noted the paper.

18. Nursing Support Worker Committee

The Board noted the paper.

19 Any Other Business

The Board noted that Elspeth Caithness has been elected unopposed to the Safety Reps committee (31.12.20-31.12.24)

It was noted that Alistair Grant will be stepping down from the Board and therefore another Board member will need to be identified

Board members were encouraged to speak to Alistair Grant or Theresa Fyffe and Norman Provan to understand the role if they wish to consider taking the seat.

End of Open Session of the Board meeting.