

Minutes of the Closed Session of the meeting held on 24 February 2022

Via Microsoft Teams

Present:

Carmel O'Boyle (Chair)
Mark Anthony (Vice Chair)
Lauren Mawson
Sally Young

Board Member
Board Member
Board Member
Professional Nurse
Committee Member
Board Member
Board Member
Board Member
Board Administrator
Board Secretary

Andrea Willimott
Sharon Mason
Zoe Ahearne
Jill Lloyd
Estephanie Dunn

In attendance:
Paul Wood

Operational Manager

Apologies
Kelly Dooley
Alan Finnegan
Joshua Gilroy
Roshanak Valizadeh
Mike Travis

Communications Manager
Board Member
Board Member
Board Member
Trade Union Committee

Key Messages

Pay – Evaluation 2021/Plan for 2022

A presentation on the evaluation of the Pay campaign for 2021 was shared with the Board papers and was delivered by Estephanie Dunn, in her capacity of Regional Director. The Board reviewed voting patterns: long/short term pay plans; enabling member “participation” in campaigns; impact on internationally recruited nurses and discussed the recommendation summary.

It was reiterated that we needed to help educate our Internationally Recruited Nurses who may be afraid of perceived repercussions of campaigning. We need clear guidance around rights to be in a union and the protection and support it offers to help nurture their understanding about their rights to vote, including the anonymity of ballots and that their job will not be jeopardised. We also need to use inclusive language throughout the campaign and be mindful that English will not be the first language for many of our IRN members.

We were reminded about our colleagues in the independent sector, academia and primary care and whilst they are not covered by AFC terms and conditions,

they are still influential in supporting the campaign for nurses pay. Nurses pay looks different for all nurses and we have many lessons to learn as we move onto the next phase of the campaign. We must however not be despondent as this campaign yielded the highest turnout ever on any RCN pay ballot to date, and in the middle of a pandemic, this is a great achievement.

Estephanie also delivered a presentation of the Pay Plan for 2022/2023.

Professional and Education Update

The Board received an update on the development of the RCN Education Strategy. The Learning Portal will be presented to the Strategy Partnership Board later this month and once ratified by the Executive Team, is due to be launched later in 2022. The new Quality Assurance Framework are nearing completion and will also be presented to the Partnership Board in February 2022.

Information on learning resources developed throughout the UK has been gathered and the resources catalogued and assimilated. The dedicated webpage has further information and updates:

[Education learning and development strategy | Professional Development | Royal College of Nursing \(rcn.org.uk\)](#)

The Board was also updated on other work including Learning Rep development network, The Education Forum Conference, and International Nursing Research Conference.

Board and Branch Funding

Jill Lloyd, Regional Service Manager, had shared with the Board the money available to Branches and Board for 2022. The figures quoted in the paper included a 25% carry over of unspent funding from 2021. The Board total for this year is therefore £25,739.

The Board decided to split their budget as follows: -

£1,500 for Congress first time attendees.

£5,000 for Congress non-voting members.

£20,739 for Branch and Regional activity.

A subgroup consisting of the Board Chair, Board Secretary and Board Administrator, along with a member of the Communications Team will look at the non-voting member applications and manage the bids in the usual way.

Jill also shared a summary of the expenditure for the Board for 2021. The Board had allocated £17,023 for Branch and Regional activity but only spent £7,783. A total of £5,000 had been allocated for non-voting attendees at Congress but we had no expenditure due to Congress being a virtual event. The remaining balance therefore returned to the centre for 2021 was £14,240.

Congress Branch Voting Seats for 2022

Jill Lloyd shared the number of voting seats available for the eight North West Branches, which totalled 58 places. The region had received 30 applications which left 28 unfilled places. This position was very unusual as we normally get a much better response to the call for voting members. This scenario is not unique to the North-West as it is the same picture across the whole of the UK, and it is felt that the pandemic is the main reason for the lack of engagement at this time. The deadline for applications has already been extended and another targeted message encouraging members to apply is taking place. Board members were encouraged to apply for voting places if they so wished and to engage with members on the advantages of attending this event. Further details on congress available on the website [Congress | Royal College of Nursing \(rcn.org.uk\)](https://www.rcn.org.uk/congress)

It was acknowledged that travel to Glasgow may be difficult with limited flights and train disruption over that weekend with it being the Queen's Jubilee celebrations.

Branch AGM Paperwork 2021

Jill Lloyd had circulated with the Board papers a table which gave an overview of what position branches were in with relation to their Annual General Meetings in 2021. The Board noted the position, and the only area of concern was the Isle of Man.

Staffing for Safe and Effective Care Update

Mark Anthony, who is the North-West Representative on the England Member Engagement Board for Staffing for Safe and Effective Care, gave a presentation to the Board. The presentation captured what has been happening with the campaign over the previous months, where we are now and shared the key messages for SSEC workshop held on 10 January 2022.

The Board agreed to re-energise the local SSEC working group, and this would be Chaired by Paul Wood. Action Paul Wood to reinstate the group

It was agreed that the working groups three focus areas should be

- looking at exemplar employers in the region which we believe are Lancashire and South Cumbria, Mersey Care and Northern Care Alliance.

Each will have a People Promise Manager and ICS Lead to review and drive retention of staffing with a significant focus on nursing.

- looking at job descriptions, job evaluation and re-banding.
- Influencing politically by targeting local councillors with responsibility for health.

Isle of Man Pay and Branch

Since the last emergency pay meeting of the Board RCN Council have agreed to support the Board's recommendation to go forward with a consultative ballot of members on the Isle of Man regarding their pay offer.

The Board discussed the situation about the Isle of Man Branch and the lack of engagement with Branch affairs. Two AGMs have been held but neither were quorate, and no members have stood for Branch Executives positions. Therefore, the branch cannot operate within RCN rules so Mary-Anne Parkinson, as the Senior Officer, has taken over responsibility of the day to day running of the Branch. It is hoped that the activity around pay will re-energise the membership and physical visits will enable recruitment of members into the Branch Executive positions.

Carmel O'Boyle, Board Chair, has temporarily been given access to the Member Communication Centre so that she can communicate to all members on the Island.

Succession Planning

It was shared that it is the Board elections again this year. The Board was asked to think about whether those eligible wanted to stand again and other who have served their term were asked to think about encouraging others to stand. The election process will open at Congress and run until early September.

1. Date and Time of Next Meeting

The next meeting will be held on 20th May 2022. 10.00 am to 3.00 pm.