

## RCN Scotland Board meeting 27 May 2021: Branch Briefing

*Dear Colleagues*

*We held a very successful RCN Scotland Board meeting via videoconference on the 27 May 2021.*

*We had very interesting discussions on a wide range of topics, and I hope that the information provided below is helpful for you.*

*Thank you for all your support and please do get in touch with the RCN Scotland team if you have any queries or suggestions for me or them. Susan Aitkenhead, Director, is always really keen to meet and hear from members.*

*I hope the update here is helpful, and thank you for all your continued work and support.*

*Best Wishes*

*Julie*

Julie Lamberth  
Chair, RCN Scotland Board



### **Branch Plans for 2021**

The Board was updated on the Branch plans for 2021. It was noted that branches were still able and encouraged to access the suite of options which focus on members' health and well-being. This is felt particularly important in the current environment and there is recognition of the stress that members have been and continue to be under. The central team is able to support virtual workshops that Branches can use as they feel appropriate if they wish (see page 5 and 6).

Jen Underwood ([Jennifer.Underwood@rcn.org.uk](mailto:Jennifer.Underwood@rcn.org.uk)) is keen to help and discuss the various options; as is Sue Timmins ([sue.timmins@rcn.org.uk](mailto:sue.timmins@rcn.org.uk)) who can advise regarding applications for branch funding.

Branches are encouraged to consider these and other options.

### **Congress**

In 2016 Council agreed a process for selecting voting members for Congress and this year it was revised to include the process for each Board to verify branches' decisions on voting members. Branches submitted their proposals. Board ratified the branch voting member selections as submitted by the branches.

It was highlighted that the pandemic is still affecting many aspects of Congress, such as no planned social calendar for Congress, because of the pandemic and ongoing issues with variants and transmission. It was noted that currently only voting members can attend in person, or virtually. As

yet there is no decision on whether non-voting members will be able to attend in person. It's just that Vicky The RCN Agenda Committee continues to work on the plans for Congress, taking account of the relevant government guidance and legislation.

### **SenseMaker®**

SenseMaker® is a tool used to collect, describe, visualise, and help make sense of the lived experience of nurses in Scotland during a global pandemic and beyond.

The Board agreed to set up a Task and Finish Group to inform a communications and engagement strategy for Sensemaker® to be taken to the next stage and ensure the voices of members are captured and used across Scotland and the UK.

Members are encouraged to contribute their stories to SenseMaker® which can be accessed at: <https://collector.sensemaker-suite.com/?projectID=2020NursesScotland&language=en#Collector>

### **Adult Social Care**

RCN Scotland presented its submission to the Independent Review of Health and Social Care in 2020 and the [Independent Review of Adult Social Care](#) was published on 3 February 2021. The recommendations of that report were accepted by the SNP at the time of publication; therefore it is anticipated that there will be significant reform in health and social care over the next parliamentary session. Our members who work in the Social Care sector remain a key priority and it was agreed that for the next year at least this should be a standing item on the Board's agenda.

### **Rep Career Development Update**

The Board noted the positive feedback received from the development programme. It agreed that a longer-term programme will be developed going forward. This will include:

- Offering a one to one session (with the RCN Scotland Learning and Development Team) to reps who may be undertaking a secondment as an RCN Scotland Officer as part of their development;
- Facilitation to the RCN Career's Service for confidential advice such as developing a CV, job application writing and interview skills;
- Identifying opportunities for the development of reps through the use of supervision models such as shadowing opportunities on the relevant groups and meetings.

### **Equality & Inclusion Update**

The Board agreed the revision and progression of this priority work (in no specific order):

- Nursing Support Workers (NSWs) – bite size learning to be available; a specific workstream has been developed to support the recruitment and retention of NSW members which will test new approaches and will involve working collaboratively with members.
- LGBTQ+ members' network - Initial engagement events with members, supported by an external facilitator, will be arranged to establish the parameters, and shape the development of an LGBTQ+ member network to ensure that the network established will meet members' needs.
- Supporting members from Black, Asian and Minority Ethnic Communities - RCN Scotland Board had, following requests from members, agreed that a network to support members from these groups should be set up. The development of this network is being progressed as a priority. The RCN will engage with external stakeholders and organisations experienced in supporting network development to ensure this network meets members' needs. This work will also ensure that issues of importance to members in Scotland can be reflected in the re-development of the RCN UK Equality and Inclusion Strategy.

### **RCN Group Education Strategy 2021-2024**

The Board received a presentation from Dr Nicky Ashby, UK RCN Head of Professional Learning and Development. She updated the Board on the development of this strategy following member engagement and feedback. This strategy will deliver a transformational, innovative and responsive professional offer of learning and development in the RCN's role as both a Professional Body and a Trade Union, raising the voice of nursing and further establishing nursing as an innovative, responsive and evidence-based profession in line with the RCN Charter.

### **Organising Model**

The UK implementation of a new organising model aims to support the engagement and involvement of members at a local level and to ensure that they are supported to participate and act on issues which matter most to them. The first externally provided international training programme has started with members from across the UK participating. An in-house programme will be developed using a formal programme management approach, and it is anticipated that this will be ready later in 2021. The Board agreed that a member-led RCN Scotland organising working group will be formally set up to develop and progress this work with Board and branch members.

### **Council update**

The Board noted that the RCN had given its oral evidence to the Pay Review Body which it is thought will report to the UK Government June/July. A UK Pay Programme has been formally structured. Eligible members working in NHS Scotland have taken part in a consultative ballot and have rejected the Scottish Government's pay offer. RCN's Fair Pay for Nursing campaign continues across the UK and across all sectors. Council received and approved the annual report and financial statements of the RCN Group for the year ended 31 December 2020. The RCN Group plan was reviewed and agreed. The RCN Nursing Workforce Standards were also approved (available [here](#)

### **Succession Planning**

The Board agreed that it was important to encourage members to participate in the work of the RCN. It was agreed that members from Branches will be invited to attend the open session of Board meetings on a rotational basis. More information to follow via your Branch executives.

### **Trade Union Committee update**

It was noted that the TU Committee was appreciative of the governance model used in Scotland in relation to the pay programme of work. This model is being reflected across the UK.

### **Student Committee Update**

Katie Thomlinson, UK Student Committee, presented an update to the Board. The Board noted that the Newly Qualified Nurses network has been renamed: it is now the Newly Registered Nurses Network. The Student Ambassador (SA) role does not have an identified minimum amount of time that a SA should spend on engagement. This is to accommodate the various demands made on students. Katie informed the Board that there are monthly virtual catch up meetings arranged to enable SA's to support each other. In addition, a Facebook group and a Whatsapp group have been set up to help support student ambassadors in their role.

Student Ambassadors are keen to engage with their local Branches. It was agreed that in the first instance the two UK Student Committee members will be invited to the Branch Executives meetings with the Chair.

**Board member reports**

The reports were noted and it was highlighted that many branches have had significant success with virtual branch meetings. It was agreed that Branches could learn from each other on what has worked in engaging members in Branch activities.

**Next RCN Scotland Board Meeting**

The next Board meeting will be held on **Thursday 2 September 2021.**

**[End]**

## 2021 Branch Activity Event Options

Suggestion	Outline cost	Notes
Mental Health First Aid Awareness Sessions	£100 - £749 depending on length of session, provider, and audience size)	<p>Can be delivered virtually through two providers (used by the RCN already).</p> <p>Costs will also vary depending on whether bespoke or 'off the shelf' content.</p> <p>Although the providers can deliver fully certified Mental Health First aid programmes, these awareness or 'toolbox' sessions are designed to give a broad overview of managing your own mental wellbeing and recognising the signs of mental ill health in others. These would therefore be well suited for a branch development session with a bigger audience.</p>
Online Rest, Rehydrate, Refuel workshop	<p>Incentives, such as water bottles, to be sent to delegates after event</p> <p>£1000 approx. (based on 100 water bottles) plus postage costs</p>	<p>Lothian &amp; Borders branch ran a successful Rest, Rehydrate and Refuel webinar in December 2020. Incentives were sent out by the branch after the event, which possibly helped encourage attendance on the night (incentive only available to those who attended).</p> <p>An RCN Staff member facilitated the event and RCN Scotland staff provided technical and administrative support.</p>
Online webinar on self-care: eating well and exercising whilst working during challenging times.	<p>Additional costs may apply for an external speaker</p> <p>Incentives to be sent to delegates after the event which tie in with the theme - £1000 approx. (costs will vary depending on quantity and items ordered)</p>	<p>Tips on boosting nutrition and exercise whilst working in challenging environments. Evidence has shown that shift work can impact negatively on eating well and exercising.</p> <p>Technical support on the night to be provided by RCN Scotland staff and administrative support in lead up to event.</p>
Scottish government regulations permitting, the above suggestions could be delivered as a face-to-face option.	<p>Per event:</p> <p>Room hire £150-£200</p> <p>Catering £100 (dependent on numbers and options)</p>	<p>Dependent on pandemic regulations and unlikely to be possible until later 2021.</p>

In addition to events to support the wellbeing of all members, branch committees may also want to consider significant dates in the calendar.		
International Nurses Day	<p>Incentives- £1000 approx. (costs will vary depending on quantity and item ordered). This would be in addition to any free resources provided to members by the RCN.</p> <p>Catering for a face to face event- £100 (dependent on numbers and options)</p>	<p>International Nurses' Day is celebrated around the world each year on 12 May, the anniversary of Florence Nightingale's birth.</p> <p>The International Council of Nurses (ICN) has set the themed for International Nurses Day 2021 as 'nursing the world back to health', with a focus on the true value of nurses to the people of the world.</p>
Nursing Support Worker Day	<p>Incentives- £1000 approx. (costs will vary depending on quantity and item ordered). This would be in addition to the free resources which were provided to members by the RCN in 2020.</p> <p>Catering for a face to face event- £100 (dependent on numbers and options)</p>	<p>In 2020, the RCN held its first Nursing Support Worker Day on the 23<sup>rd</sup> November to celebrate the contribution of NSWs in nursing. This will take place annually.</p> <p>Depending on pandemic regulations, celebrations may take place online or face to face.</p>

**Branch committee members can contact Jennifer Underwood-Mackie in the Learning & Development Team for an initial discussion about organising a branch funded event: [Jennifer.Underwood@rcn.org.uk](mailto:Jennifer.Underwood@rcn.org.uk)**