

RCN Scotland Board

Minutes of the RCN Scotland Board meeting held virtually/in person,

11.00 – 16.30 on Thursday 8 December 2022

OPEN SESSION

Present:

North Sector

Jackie Leith (JLe)

*Dawn Marr (DM)

Martin Macgregor (MM) Vice-Chair

East Sector

Hilary Nelson (HN)

Sandra Milne (SM)

Jasmin Clark (JC)

West Sector

Julie Lamberth (JL)

Chair

Derek Clark (DC)

Allina Das (AD)

Greg Usrey (GU)

Other Seats

Tobias Kunkel (TK) Trade Union Committee

In attendance:

Colin Poolman (CP)

Director (Interim)

Eileen McKenna (EMcK)

Associate Director, Nursing, Policy & Practice

Philip Coghill (PHC)

Scotland Lead, Pay, Terms and Conditions

Norman Provan (NP)

Associate Director, Employment Relations

Luci Pollard (LJP)

Board Administrator

Carol Harris (CH)

Communications and Public Affairs Manager

Ros Shaw

Senior Officer

Nicola Gordon

Policy Manager

Sian Kiely

Research and Knowledge Manager

Margaux Lobban

Professional Learning & Development Lead

Carol Dale

Lead Nurse Independent Health & Social Care

Observer:

Anne McDaid, Greater Glasgow & Clyde Representative

Apologies:

Peter Cartwright (PC)

Martha Gill (MG)

Professional Nursing Committee

Claire Lamza (CL)

*left before the end of the meeting

+joined after the start of the meeting

OPEN SESSION

1. Welcome and Apologies

The Chair welcomed everyone to the Open Session.

Apologies were noted from Peter Cartwright, Martha Gill and Claire Lamza. Dawn Marr was absent for the beginning of the meeting.

Apologies were noted from the Board members due to start their term of office from in January 2023: June Ramsay and Katherine Dumigan, who had been invited to the Open Session of the Board meeting.

Anne McDaid, Greater Glasgow & Clyde Representative was welcomed to the meeting.

2. Minutes and actions from open session of meeting held on Thursday 22 September 2022

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

3. Update from Board Chair on Confidential Session

The Chair asked the Board to note the following:

There was an update from the Director and from the Comms and Parliamentary update focussed on the industrial action campaign; the Board Assurance Framework was approved; there was an update on pay; Nurse of the Year Nominations were discussed; and updates on policy and student recruitment were received. The Board had agreed that learning from the pay campaign will be discussed at the Board Development session on 9 December 2022.

4. RCN Scotland Board Election update

The Board noted the two vacancies currently being elected to in the East Sector.

The Board noted the late paper update.

Discussion

The Board were asked if any of the Board members were Greg Usrey offered to buddy June Ramsay, Martin Macgregor agreed to be Katherine Dumigan's 'buddy'.

The Director highlighted the work that will be undertaken on learning at the development day, and how this will help support new Board members.

The Board were reminded that the elections for the Chair and Vice-Chair for the Board were now open.

The Board noted the update.

5. Staffing for Safe and Effective Care Update

Eileen McKenna, Associate Director, spoke to this. The Board noted that the final meeting of the Band 4 group is on Friday 9 December. It was noted that the notion of 'reservists' had been dropped. RCN is pressuring the CNO on the issue of retention. The most recent workforce data came out this week, the vacancy rate in Scotland has increased again. UCAS data shows that there is a decline in applications and acceptances of the nursing undergraduate programmes.

Discussion

Carol Dale, Lead Nurse for Independent Health and Social Care and Anne McDaid, Chair of Glasgow Branch joined the meeting.

The difficulties faced by members and nursing staff across the service were noted. It appeared that the Health Boards were not always transparent regarding their approaches to filling vacancies with the CNO. The lack of availability of registered nurses has been raised with the CNO and the importance to training nurses in Scotland. Training nurses in Scotland will help address the issue of lack of registered nurses.

6. Update on COVID Inquiry

Norman Provan, Associate Director, provided a verbal update. He reminded that the Board that the Chair of the Inquiry had stood down. The Scottish Government have announced that Lord Brailsford will be the new Chair of the Inquiry. The RCN has been seeking a King's Counsel (KC) to support representation. Lesley Shand KC has been engaged by the RCN for this work. Staff will be meeting early in the year to progress this work.

Discussion

The Board noted the challenges members with long covid faced.

The Board noted the update.

7. Scotland Representatives Conference 2023

Margaux Lobban, Professional Learning & Development Lead provided verbal update. The Board had noted in their Closed Session that the Representatives Conference will be delayed until 21 June 2023. She thanked the Board members for their contribution to the work of the Subcommittee set up to support this work. The Board noted the update.

8. The Carr Report

The Director gave a verbal update. The Carr Report was very sobering report, and the EGM was as a result of the contents of that Report. The Board noted that all 19 recommendations of the Carr Report have been accepted by Council. Work is now being undertaken with the Committees to consider the recommendations and progress planning.

Carr is still open to receive information from members or staff who wish to share information. A support line is still in place for people to use.

The Board noted the update and the importance of the work ahead.

9. Congress – Learning & Wellbeing event; submission of item for debate

Carol Harris, Communications and Public Affairs Manager, reminded the Board that Congress will take place in Brighton in 2023. As of last week, branch voting places were undersubscribed whilst Forum places were oversubscribed.

The Board were reminded that the deadlines for the Learning and Wellbeing events is 9 January 2023 and items for debate 6 January 2023.

10. Council Update and feedback from EGM

The Chair gave a verbal update. The Board noted the papers and earlier discussion in the Closed session. There had been a Council meeting planned for 20 December, but this had now been moved to January to accommodate industrial action.

11. Trade Union Committee Report

Tobias Kunkel spoke to this paper. Further information is available on the website. A pay workshop had taken place to consider the submission to the pay body 2023/24.

12. Professional Nursing Committee

The report was noted.

13. Student Committee Report

Robert Gorton, Student Committee member, gave his apologies to the meeting.

The Director updated the Board in relation to student hardship where more work will be done to run a summit for students with stakeholders.

Dawn Marr re-joined the meeting

The issue of payment of expenses to students had been raised with the CNO and the process is being looked at. The RCN is currently seeking further information from students on the issues that they are experiencing. The issue of delays when joining nurse banks has already been highlighted, where it takes so many months that student nurses join agencies.

14. Nursing Support Worker Committee Report
Lorraine McLauchlan was not available to join the meeting. Nursing Support Worker Day was a great success. Many branches had held events this year and there was a lot of interest across Scotland.
15. Board Members Reports.

The member reports were noted, and the following issues highlighted:

Lothian & Borders – there has been an issue with getting training on the Member Communication Centre (MCC) and as a result the deadline to announce the AGM was missed by two days. The Branch asked the Board if it could progress with the AGM or whether it should be moved to January in order to give the full 21 days. The Board agreed that it was acceptable to proceed with the AGM given the issues that had arisen with MCC. It was agreed that a further reminder will be sent to branch members regarding the date of the AGM. The Director agreed to feed back to the Governance Committee the issue that branch members were experiencing in getting early training. The Board noted a recent Health & Safety case where unregistered members have been left alone at night, unsupervised in locked psychiatric wards. The Health & Safety representative had undertaken a full review.

Glasgow – the issue of parking restrictions expanding across the city was impacting on where staff can park.

Forth valley – escalation of the Board to stage 5 is anticipated.

Tayside – Mental Health crisis intervention teams is struggling with staffing, and emergency care was being conflated with urgent care and allocated inappropriately.

Any other business

The Chair thanked those Board members who will finish their term of office on 31 December 2022. She noted the additional work and meetings that had been required during the last 2 years. She presented a gift of thanks to:

Jasmin Clark
Dawn Marr

Gifts will also be posted to:
Peter Cartwright
Claire Lamza

[End of the Open Session]