

RCN Portsmouth Branch AGM

Via Teams

06/10/2020 @ 1100-1230

**FAIR PAY
FOR NURSING**
#FairPayForNursing



Secretary to the Branch:	Shelley Pearce
Guest Speaker:	Graham Revie
Apologies received:	Sue Morris,, Emma Tomkinson, Dominique Byrne, Kim Bygrave, Diane Lockyer, Hayley Yakub
Attendees:	Liz Jeremiah, Shelley Pearce, Dana Brown, Sue Jones, David Cozens, Sarah Johnston, Claire Lovatt, June Trivett, Karen Kneller, Aguiyi Nwagwu Green, Deborah Austin, LizaMari Pastor, Edina Finn, Yemi Haruna, Anna Mould
Did not attend:	Bernadette Medcalf, Michael Goodfellow, Stephen Searby, Amanda Clowes, Miner Ponio, Jonathan Hambrey

Welcome and Introductions

Liz (Chair) introduced herself and invited all attendees to do so including the Committee Sue (Vice Chair) Dana (Treasurer), and Shelley (Secretary)

Liz (Chair) informed everyone that the meeting would be recorded to ensure an accurate record. All attendees had no objection to this.

Notes and actions from previous AGM

The minutes from the previous AGM 2019 were confirmed as a correct record. No amendments were made to the previous minutes.

Report from Branch Treasurer

Dana (Treasurer) provided an overview of the expenditure over the year. We have not spent the allocated amount. We have a significant underspend as all planned events have been prevented from going ahead secondary to face to face sessions being cancelled due to Covid-19. The 'underspend' will be returned to board.

N.B - Full financial report has been submitted & presented by Dana (Treasurer).

Event type	Planned spend	Actual spend	Remaining
Study day: Diabetes	£250	£0	£250
Branch & Committee meetings	£80	£0	£80
Student Nurses & NQN Careers Fair/Event	£350	£0	£350
Study day: Wound Care	£150	£0	£150
AGM : Study day: Neuro	£250	£0	£250
Supporting members to part fund attendance to Congress	£500	£0	£500
	£1580	£0	£1580

Shelley (Secretary) asked if there were any suggestions with regards to how unspent funds could be repurposed. Liz (Chair) suggested a trestle table for events. Shelley (Secretary) suggested an investment in the ongoing campaign for Staffing For Safe and Effective Care as it was previously noted that there was no further funds available to support this campaign with a need to embed into planned funded activity that has not been able to take place so as many events are cancelled nationally there may be a large underspend which could be repurposed to take this campaign forward perhaps to purchase advertisements and other campaign materials. Liz (Chair) suggested it could be presented to the regional board for consideration.

Report from Branch Chair

Liz (Chair) provided an overview of Branch Activity of the past year.

Branch Learning Events where all unable to go ahead as planned. All face to face meetings where cancelled secondary to Covid-19.

Unable to Attend Freshers fairs or put on a careers fair for the same reason.

Congress 2020 was cancelled with some debates taking place virtually

A virtual branch meeting was held via Teams with guest speaker, Jeremy Benton South East Council member.

- Minutes can be found here: <https://www.rcn.org.uk/southeast/-/media/royal-college-of-nursing/documents/countries-and-regions/south-east/2020/portsmouth-branch-meeting-minutes-270820.pdf?la=en&hash=4516E2AF12D62575569DA4AE6F07309F>

Green, asked if there was plans to utilise technology to try and deliver some of the future content. Liz (Chair) explained that the sessions planned where not amenable to being delivered virtually given the number of speakers in need of technical support from various locations and the volume of delegates that had expressed their interest which necessitated cancelling the planned events. As a committee we are finding ways to work differently and going forward will incorporate online events such as webinars into our plans.

Guest Speaker: Graham Revie Trade Union Committee (TUC) - Chair

- Liz (Chair) welcomed & introduced the guest speaker.
- Graham (TUC Chair) thanked us for the invitation to engage with members in Portsmouth as being based in Scotland would not normally have the opportunity to do so
- . The pay campaign launched four weeks ago. Largely on social media. However not all members are on social media.
- Further information can be found here: <https://www.rcn.org.uk/get-involved/campaign-with-us/fair-pay-for-nursing>

Graham (TUC Chair) wants to know how we can get the members of this branch engaged and actively participating. It needs to be member led, based on members opinions. A grass roots campaign and must include everyone whether in the NHS, third sector or independent. Fair pay for all nurses not just NHS nursing staff. The floor was then opened to questions for Graham (Chair of TUC) to respond to.

How did we get to 12.5%? Liz (chair)

- Very early in my tenure the TUC developed a pay strategy, elected members were consulted and then ratified by Council.
- A member survey with 42,000 respondents indicated it should be a one year deal, a simple deal with no structural reform as well as a substantive and meaningful uplift.
- 2800 members who responded are working in the NHS
- Data was also collected regarding intention to leave the profession
- Graduate pay, nurses are the most trusted profession by the public but the lowest paid
- Any pay award in England has a knock on impact on the devolved nations.
- Pay working Group considered the risks and made recommendations
- Attempts have been made to collectively bargain with other health unions.
- However this was not achieved as most were asking for much less at £2000/7%
- The RCN were initially asking the most and refused to come down to the lower asks.
- This was sense checked with elected members, Representatives, Forums and Branches.
- In August the campaign group Public Sector Says No! marched in various locations with a 15% ask.
- During 10 years of austerity Nursing pay has dropped 14.5% in real terms.

Do we think the Public Sector Say NO! campaign has helped or hindered ? Shelley (Secretary)

- Although asking for a different percentage still asking for a fair and meaningful uplift
- The government set the pay award. It is a policy decision.
- Any noise in the system that elevates the cause for nurses is a good noise.
- The government need to invest in people and workforce in order to deliver services.
- 37% of staff have suggested they are considering leaving the profession.
- I myself have attended and spoken at rallies and support all nurses making their voices heard.

Should we be lobbying our MP? Dana (Treasurer)

- Yes
- The comprehensive spending review is in November for Public Sector pay.
- We are demanding that the treasury commit 'new money' to fund the uplift it should not come from existing budgets. It should not redirect money from patient care and service delivery.
- We need to lobby MP's and garner support for them to act.
- We need to tell our stories and get them to understand why a pay rise is needed.
- We need to support and encourage members to lobby their Mp.
- If all on the opposition bench wore the pay campaign badge what a powerful message that would send to government.

How does this campaign reflect members who are not working in the NHS? Liz (Chair)

- The Key campaign message is “Fair Pay For Nursing” This means all nurses.
- Discussions are ongoing outside the NHS
- 48% of members are working outside the NHS
- A more defined process for negotiating NHS pay
- A lack of recognition agreements in some sectors.
- A lack of collective bargaining or a clear structure.
- Previously seen as “too difficult to do” or “too big an elephant to eat in one go” now a dedicated work stream understanding what needs to be in place to successfully influence these sectors to ensure fair pay for all.
- All members deserve to have the hope of fairness in negotiations regarding terms, conditions and pay.

What is happening with regard to pensions, following on from the landmark case? Shelley (Secretary)

- McCloud Case, raised by the fire service union regarding age discrimination for those placed on the taper
- A change forced by government which came into force in 2015
- Taper has now been removed
- Appeal was not upheld
- Supreme Court refused to hear the case as government had no grounds for appeal.
- This affects all public sector pension schemes.
- There is an open consultation to consider **how** this is to be implemented.
- There have been a series of Webinars, Q&A sessions
- Follow link for more information: <https://www.rcn.org.uk/employment-and-pay/pensions>
- Full member briefing available here: <https://www.rcn.org.uk/-/media/royal-college-of-nursing/documents/employment-relations/remedy-in-nhs-pension.pdf?la=en&hash=D27E3CB0A7C2D100013C2C73710DCBDF>

Graham (TUC Chair), please as individual members consider the following:

How do **you** want to take the campaign forward?

How ballot ready are **you**?

There are 3500 members in Portsmouth therefore **at least** 1750 need to participate.

How can we engage enough members should we find ourselves in dispute?

Ratification of Branch Activists

Some members disconnected from the meeting, therefore staff were contacting them to rejoin in order to ensure the meeting was quorate. This was achieved. 10 members were on the call to re-accredit the workplace representatives.

Name	Role	Workplace	Ratified?
Anna Mould	Steward	Queen Alexandra hospital	Yes
Deborah Austin	Safety rep.	Jubilee House	Yes
Edina Finn	Learning rep.	Jubilee House	Yes
Emma Tomkinson	Safety rep.	Queen Alexandra hospital	Yes
Karen Parker	Steward	Queen Alexandra hospital	Yes
Kim Bygrave	Learning rep.	Queen Alexandra hospital	Yes
Liz Jeremiah	Steward	Queen Alexandra hospital	Yes
Yemi Haruna	Learning rep.	Jubilee House	Yes
Sue Morris	Safety rep.	Queen Alexandra hospital	Yes
Sue Morris	Steward	Queen Alexandra hospital	Yes
Sue Jones	Steward	Queen Alexandra hospital	Yes
Shelley Pearce	Safety rep.	Queen Alexandra hospital	Yes
Dominique Byrne	Learning rep.	Queen Alexandra hospital	Yes

Election of Branch Committee Members

Some members disconnected from the meeting, therefore staff were contacting them to rejoin in order to ensure the meeting was quorate. This was achieved. 10 members were on the call to elect to the branch executive roles.

Elected as Branch Chair - Liz Jeremiah (Un-opposed)

Elected as Branch Secretary - Shelley Pearce (Un-opposed)

Elected as Branch Vice-Chair – Sue Jones (Un-opposed)

Elected as Branch Treasurer - Dana Brown (Un-opposed)

Register of Branch Assets

Table cloth and promotional pop up sign.

Branch Annual Planning 2021

- Diabetes Study day if possible given the restrictions currently in place secondary to the pandemic.
- Neuro Study day as member feedback led us to this topic.
- “What does the RCN do for me?” Study day rather than simply repeat adapt to encourage/empower members to get more involved and active. “What is unionism?” What are the current campaigns members need to be aware of and how are they linked? Staffing For Safe And Effective Care & Pay
- Reflections on our members experiences of Covid-19 potentially delivered as a series of webinars. With members from different settings sharing their experiences.
- Support members to attend Congress.

Any Other Business

- Yemi (learning Rep.) Would there be provision for more members to be supported to go to Congress?
Liz (Chair) the number of voting members will be unchanged as this is based on how many members are in each branch. 1 voting member per 1000 members. However there is plans to support members to attend in a non voting capacity. There is also separate funding to support a first time attendee.
- Gratitude was exchanged between RCN staff and the committee and representatives for their on going contribution to the branch