

## RCN Scotland Board

Minutes of the RCN Scotland Board meeting held in person and via Teams,

10.30-15.30 on Thursday 12 September 2024

### OPEN SESSION

#### Present:

##### North Sector

#June Ramsay (JR)

#Katherine Dumigan (KD)

##### East Sector

#Allina Das (AD)

Lesley Cunningham

##### West Sector

#Sandra Milne (SM)

#Greg Usrey (GU)

#Derek Clark (DC)

##### Other Seats

Jasmin Clark (JC)

Tobias Kunkel (TK)

Council

Trade Union Committee, Vice-Chair for the meeting

Chair for the meeting

#### In attendance:

Colin Poolman (CP)

^Norman Provan (NP)

Luci Pollard

Niki Stark

Philip Coghill

Executive Director, RCN Scotland

Associate Director, Employment Relations, RCN Scotland

Board Administrator, RCN Scotland

Communications Officer

Scotland Lead Pay Terms & Conditions

#### Apologies:

Kelsey Clarke (KC)

Martha Gill (MG)

Martin Macgregor (MM)

Julie Lamberth (JL)

Jane Gibson (JG)

Jackie Leith (JLe)

Professional Nursing Committee

Vice-Chair

Chair

\*left before the end of the meeting

+joined after the start of the meeting

^attended confidential session only

#joined the meeting virtually

## Welcome and Apologies

The Chair welcomed the Board to the open session. Apologies were noted from the following: Kelsey Clarke, Martha Gill, Martin Macgregor, Julie Lamberth, Jane Gibson and Jackie Leith.

1. Minutes of the meetings held on 24 May 2024  
These were noted as an accurate record of the meeting.
2. Update from the Chair on Confidential Session
  - 2.1 No additional members or staff joining the Open session, the Board noted the Chair's update.
3. Pay Update
  - 3.1 Philip Coghill, spoke to this item. He reminded the Board that implementation of the non-pay elements of the pay award were progressing and work has been undertaken to ensure that members are aware of what this means for them so that they can access as appropriate.
  - 3.2 In the review of Band 5 nursing roles is ongoing . Engagement has continued with the various work-streams and RCNS is escalating concerns as they arise.

## Discussion

There has been lots of positive feedback in Glasgow relating to the band 5 review. To date there have only been 7 applications, but it is expected that this number will increase significantly during the coming weeks. There was some disappointment that across Scotland there have only been limited applications so far.

It was noted that the RCN guidance was helpful with the review process. There have been some issues with the noting of a manager in the portal and errors have been made which has slowed down some requests. Greater clarity has been sought regarding the identification on the manager. It was noted that some work has been undertaken in preparation for the review of other bands. In some Boards drop-in sessions have been run to enable nursing staff to have an opportunity to understand the process.

It was suggested that Senior Charge Nurses could be communicated with in order to highlight this opportunity for band 5 nursing staff to have their roles reviewed. Most Boards have written to relevant staff, it was suggested that Boards that have not written to relevant staff will receive a written reminder from the Executive Director regarding the Boards' responsibilities in relation to the Band 5 review. It was noted that in in some board's activity has been slower than expected.

4. Communications and Parliamentary Update
  - 4.1 Niki Stark, Senior Communications Officer spoke to this item. Pay continues to be a key focus with emails and SMS messages being sent. SNP party conference took place recently at which RCNS had a successful fringe event. It is anticipated that RCN Scotland will be giving evidence regarding the proposed Assisted Dying Bill. RCN Scotland will be giving evidence on the National Care Service. At FMQs last week nursing was raised, in relation to the cutting of posts. From workforce establishments.

- 4.2 Plans are underway for the next parliamentary elections and a paper will come to the next board meeting outlining the plans for developing the RCN Manifesto for the elections in 2026.

### Discussion

It was noted that round table events were very successful. Members enjoyed them and found them very helpful.

5. Nursing & Midwifery Taskforce and Staffing for Safe & Effective Care
  - 5.1 Colin Poolman, Executive Director spoke to this paper. It is anticipated that a full report from the Nursing & Midwifery Taskforce will be available in the coming months.
6. Policy Update

This was taken during the Director's report.
7. Board meetings for 2025

The dates, as set out in the paper, were agreed for 2025.
8. Council Update
  - 8.1 The Council updates were noted. It was noted that the whole of Council was up for election, some seats will be for 2 years and some for 4 years.
9. Trade Union Committee Report
  - 9.1 The Committee member asked Board members to encourage reps to ensure their GDPR training is up to date. The TU Committee report was noted.
10. Professional Nursing Committee Report
  - 10.1 The paper was noted. The Chair noted the issue of substitution in nursing practice which does not seem to have been fully comprehended by PNC.
11. Student Committee Report
  - 11.1 The report was noted.
12. Board members' Reports
  - 12.1 The reports were noted.

### Discussion

It was suggested that there could be some sharing information about the companies used to provide merchandise. Branch members can send this to the Board Administrator and a list will be made available to share. The Purple Company was mentioned as a reliable supplier. It was agreed that a badge maker purchase will be explored.

The Glasgow Branch report was noted as helpful and detailed report and a template for others to follow.

A board member noted some near misses due to the moving of staff to other wards and some staff being unwilling to move to provide care for the patients. Although there are

legitimate reasons why staff may refuse to move (competence; skills; qualifications etc), there is a duty to move if there is an issue of patient safety. It was noted that staff who move should be supported and given appropriate induction at all times.

Branch AGMs will be held shortly. In England there are AGM packs which are shared with branches. The TU Committee member is in touch with RCN Scotland staff to develop something similar.

13. Joint Reps Committee Report  
The report was noted.

14. Nursing Support Working Committee Report  
The report was noted

15. Any Other business

15.1 There was no further business to discuss.

[End of the Open Session]