

RCN Scotland Board

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

09.00-15.00 on Thursday 7 December 2023

OPEN SESSION

Present:

North Sector

#Jackie Leith (JLe)

#June Ramsay (JR)

#Katherine Dumigan (KD)

East Sector

Lesley Cunningham (LC)

Jane Gibson (JG)

Hilary Nelson (HN)

#Allina Das (AD)

West Sector

Julie Lamberth (JL)

#Sandra Milne (SM)

#Greg Usrey (GU)

Chair

Other Seats

Jasmin Clark (JC)

Tobias Kunkel (TK)

Council

Trade Union Committee

In attendance:

Colin Poolman (CP)

Eileen McKenna

Norman Provan (NP)

Luci Pollard

Carol Harris (CH)

Philip Coghill (PC)

+Nicola Gordon (NG)

Philip Coghill

+Susan Kirkman

Director, RCN Scotland

Associate Director, Nursing Policy and Professional Practice

Associate Director, Employment Relations, RCN Scotland

Board Administrator, RCN Scotland

Communications and Public Affairs Manager, RCN Scotland

Scotland Lead for Pay, Terms & Conditions

Policy Manager

Scotland Lead, Pay, Terms & Conditions

Business Manager

Attending for specific item/s:

Murdo Mcleod, Learning Representatives Committee

Apologies:

Martha Gill

Derek Clark (DC)

Martin Macgregor (MM)

Professional Nursing Committee

Vice-Chair

*left before the end of the meeting

+joined after the start of the meeting

#joined the meeting virtually

1. **Welcome and Apologies**
The Chair welcomed the Board to the open session.
2. **Minutes of the meetings held on 8 September 2023**
These were noted as an accurate record of the meeting.
3. **Update from the Board Chair on Confidential Session**
 - 3.1 No additional members or staff joining the Open session, so no update was required.
4. **Strategy Update**
 - 4.1 Colin Poolman, Director, spoke to this item. The Board noted the presentation and the update on the RCN 5-year Strategy.
5. **Communications and Parliamentary update**
 - 5.1 Carol Harris, Communications and Public Affairs Manager spoke to this item. The key issues of the Taskforce, National Care Services and safe staffing have been included in the earlier agenda. The Board noted that there was a shortfall in nursing students this year.

Discussion

It was noted there were about 60 nominations for RCN Scotland Nurse of the Year, it was hoped that there would be many more nominations.

6. **Closed Facebook Groups**
 - 6.1 Some branches have closed Facebook groups. It was noted that some were used very effectively, others less so. The Board noted the Appendix which sets out a proposal for managing the Facebook Groups.
 - 6.2 There will be a UK-wide review of social media accounts.
 - 6.3 The Board approved the guidelines.

Discussion

It was noted that in Lothian they had an X (formerly Twitter) account which had become less and less useful over time as the environment was toxic and unpleasant to monitor.

Greater Glasgow has an electronic asset register that will include branch email addresses and Facebook page, X and Instagram.

There have been discussions at branch regarding moderation of social media accounts.

It was noted that some local Facebook groups were received very positively, where as other branches had less positive experience. Some branches felt that these groups were helpful to advertise events, connect with the independent sector and highlight other news.

7. Policy Update

7.1 Nicola Gordon, Policy Manager, spoke to this paper. The Board noted the new consultation process and the launch of a policy hub.

8. Nursing & Midwifery Taskforce

8.1 This item was taken in the Close Session of Board.

9. Council Update

9.1 The Council member spoke this item. It is ant. Update on Congress items from the 2023 meeting. There was also a presentation regarding the visa fees increase which will impact internationally recruited nurses. Update was received on the Finance report which an anticipated uplift in fees and the Board noted the risks relating to this. There were a number of projects that had been put on hold due to funding issues, although the RCN is in a reasonable position. It was anticipated that next year Council will meet quarterly.

10. Trade Union Committee Report

10.1 The Committee member asked the Board to note the progress on the ERD work plan. It was noted that the Case Management System will be under review in 2024. It is important to capture the non-casework work. In relation to EDI, this work has been a little slow to start but a new Committee has been developed which contains one member of Council and representatives from the Committees. GDPR training supports risk assurance within the organisation. It is very important for reps to complete their training. Work has been undertaken, but more work is to be done. There were 78 people identified in Scotland who had not undertaken the training, since the reminder this number has reduced to around 47. Branch officials are sent a link to the training regardless of whether they are representatives. It was agreed that information will be sent to the Board members on GDPR training. The Safety Committee is now called the Health & Safety Committee.

11. Professional Nursing Committee Report

11.1 The report was noted.

12. Nursing Support Worker Committee Report

12.1 The report was noted.

13. Student Committee Report

13.1 The report was noted. Chloe Jackson was thanked for her contribution as a Student Ambassador.

14. UK Learning Reps Committee

- 14.1 Murdo McLeod, Committee member joined the meeting. A national meeting took place in London on 5 October.
Long-covid – a new section on has been launched on the website including some resources for members who are affected.
Learning Rep Handbook – this has been reviewed and a draft was presented to the Learning Reps Committee and the new sections were welcomed. It is hoped that the handbook will be published in Spring 2024.
The Committee also received an update on the rep academy which will provide support to reps across the UK.
The Committee also learned that the RCN Learn Platform was launched at the end of August. There are great resources on RCNi for revalidation. This platform can assemble a member's PDP into a portfolio. 80% of the content is for all nurses.
Gary Kirwan updated the Committee that there were not any learning agreements within nursing homes within Scotland.
15. Board members' Reports
- 15.1 The Greater Glasgow report was noted.
- 15.2 Grampian – there were serious concerns regarding patient and staff safety given the current climate in Grampian with the 30/30 policy (30 minutes for assessment/30 minutes to find a bed). Grampian reps should contact their Senior Officer and to escalate the issues through the Area Partnership Forums and use Datix where appropriate.
- 15.3 In Forth Valley contingency beds were made available.
16. Any Other business
The Council member announced that she was stepping down from SWAG (Scottish Workforce and Governance) and encouraged Board members to consider this role. Toby Kunkel indicated his interest and Norman Provan agreed to brief him.

End of the Open Session.