

Regional Board Open Minutes

Royal College of Nursing South-West Regional Board

Minutes of Meeting held on

Thursday 15th February 2024

Open Minutes

In Attendance

VB - Vicky Brotherton	Board Chair & Plymouth Member
NG - Natasha Goswell	Vice Chair & Devon Branch
JJ - Jeanette Jones	Council Member
KB - Kirsten Bland	Dorset Branch
CE - Cathy Ellingford	Devon Branch
EH - Emma Hallam	Trade Union Committee
NS - Netty Snelling	Wiltshire Branch
MS - Matthew Stewart	Gloucestershire Branch
AT - Ashleigh Taylor	Greater Bristol Branch
NB - Nicolas Browning	Greater Bristol Branch
CB - Colin Baker	Professional Nurse Committee
SJ - Scott Jenkin	Cornwall Branch

Staff in Attendance

Lucy Muchina	RCN, Regional Director
Tony Aspinall	RCN, Regional Service Manager & Board Administrator
Vicky Lander	RCN, Regional Administrator & Board Minute Taker
Tracey Roberts	RCN, Regional Comms Manager

Apologies

SJ – Scott Jenkin	Cornwall Branch
Steve Pulsford	RCN, Operational Manager

Guests

HH - Harry Hayes	Student Rep
EH - Emmanuel Asimah	EDI Rep

<p>Item 1.</p>	<p>Welcome & apologies for absence <i>Vicky Brotherton, Board Chair – South West Region</i></p> <ul style="list-style-type: none"> • VB welcomed everyone to this open session. • Welcome to Harry Hayes, Student rep • Welcome to Emmanuel Asimah, Cornwall rep. • EA left the meeting part way through. • Apologies: Steve Pulsford • Respect Charter
<p>Item 2.</p>	<p>Minutes and actions from the previous meeting <i>Vicky Brotherton, Board Chair – South West Region</i></p> <p>2.1 To agree accuracy of the minutes – Inaccuracy, Page 1 Ashleigh Taylor wasn't in attendance to the afternoon's open session. Remainder of minutes were an accurate and correct reflection of the meeting.</p> <p>2.2 To review the actions from the last meeting – No actions on this occasion.</p> <p>2.3 Matters arising not covered by the agenda – No matters arising.</p>
<p>Item 3.</p>	<p>Key messages from closed session of the board meeting <i>Vicky Brotherton, Board Chair – South West Region</i></p> <ul style="list-style-type: none"> • Band 2/3's • Face-to-face attendance for university days. • SROs concentration with looking at rep recruitment, especially with stewards. • Board group to send TA reps facilities times • CMS update now completed • Branch action plans, all branches have submitted them • EDI event and give TA contacts • Neuro diversity talk for branch meetings • Coach transport for Congress 2024
<p>Item 4.</p>	<p>Items to declare under Any Other Business <i>Vicky Brotherton, Board Chair – South West Region</i></p> <p>No AOB</p>
<p>Item 5.</p>	<p>Decision and Discussion Items</p> <p>None</p>
<p>Item 6.</p>	<p>Consultation Items</p> <p>6.1 Pay Spine Consultation SW TU Representative, Jane Matthews, and Lucy Muchina Regional Director RCN LM presented slides on Pay Spine consultation and welcomed comments from the meeting.</p> <p>Responses to questions on Pay spine consultation</p>

NS - Disappointed in RCN survey to members, more questions in NHS survey of staff.

KB - ICB roles have multiple professionals, how would pay spine work if HCA is in the role?

AT – More roles not professionally limited, different pay spines for different professions.

NG – Number of factors,

- UCAS points to universities for nursing courses has disparity.
- Loss of what is the nurse in professional setting being multi-skilled.
- Employers' attention to recruit IEN's and not focused on local recruitment
- Feeling nursing has lost its way and clearer pathways needed.
- Loss of adaptability around retraining staff, burnt out staff, flexible working options being a 24/7 job.

NS – Rejecting so many students not completing ABB. NHS driven by policies, nursing not about this. AFC should have clinical and non-clinical pay scales.

HH – Student retention, funding problems and placement issues.

MS - Nurse stuck at band 5, should be rewarded for what they are doing, senior banding rewarded more, but what about the nurses who are happy to stay at band 5? i.e. nurse in ITU band 5 for 15 years in department and top of banding, paid same amount as nurse recently joining the department on top of band 5.

JM – Most are going the apprentice route rather than student due to finance implications.

CE – We have lost talent, establishment blocks progression.

AT – Bursaries are supported to get back in to nursing. Graduated courses available from universities. CPD budgets have been reduced, nothing from NHS England for Independent organisations. T&Cs should be in line with private sector, i.e. free teas & coffee.

NG – What was the learning when changed to AFC?

NS – More with apprenticeship route.

MS – Recognition for the job role, rewards.

JJ – AHP's complete preceptorship go straight to band 6, we missed this for nursing.

VB – Think about HCA's too, they are undertaking tasks for band 4.

JM – Not enough positions for senior nurses and progression.

CB – Increment spreads far too wide, two years before seeing any financial rewards. Poor pay for on call.

NG – Added acting up responsibilities is via incentives but doesn't assist in progression. Whitley score was clear for progression, you knew what you had to achieve.

VB – Job evaluation to be more clinical.

CE – Annual uplift in salary isn't enough, pay rates now more attractive in independent sector even when losing NHS benefits. Must not lose AFC T&C's.

CB – Be careful we do not lose RNA's. Lack of clarity around band roles clinical/operational.

	<p>NG – AFC bandings led to what do we need to add to JDs to increase banding. Career framework to cover four bandings.</p> <p>NS – Lack of evidence-based practice.</p> <p>AT – AFC has tried to bring parity to roles.</p> <p>CE – Nurse consultant roles, specialised nurses, and patient outcomes to be considered.</p> <p>NG – Framework for career progression, clinical management roles and accountability with professional matrix. Why are we always interested in higher banding, some want to stay on current band but develop. This is about integration and us being here for all.</p> <p>6.2 England Board Chairs Group ToR – Vicky Brotherton, Board Chair</p> <ul style="list-style-type: none"> • VB asked if all have read the paper on the ToRs. Patricia Marquis asked is board happy with the ToRs, or if have any comments, changes, or feedback? No comments, and board group agreed the ToRs.
<p>Item 7.</p>	<p>Communications <i>Tracey Roberts, RCN South West Communications Manager</i></p> <p>TR asked if all have read report within agenda.</p> <p>7.1 Communications Report</p> <ul style="list-style-type: none"> • Social media – Issues raised around social media accounts being created which have not been RCN authorised or managed as the admin. TR has regional and national social media accounts, and TR investigating the non-RCN social media accounts, and ensuring people have access to the correct ones. • Events – Please let TR know all events that are planned so TR can generate comms for them. • Political Engagement – Currently waiting for executive team to decide whether to lobby the organisation. If registered will then be required to log all finances spent by the organisation, this also comes with an administrative process. But if we don't register then some of the topics, we raise will fall out at the lobbying stage. • Media Coverage – Continuation of media coverage on the NHS pressures, violence, and aggression, along with car parking. • Nursing Pay – this continues and should know in next couple of week the direction this will take. • Band 2/3s, some Trusts have put this into action for the SW region, which is marginally more than nationally. TR will be doing a wider range comms giving updates where the according patch is, to what their current status is for band 2/3s. • Branches – TR asked if board could encourage branches and members to update all details of job levels and employment location etc to ensure accuracy, which will assist this year's focus around job descriptions and movement within trusts, this will help ensure the correct banding.

	<ul style="list-style-type: none"> • Car parking – this continues with some social media coming out soon on this to encourage the trusts to engage. • National work – piece of work ongoing specifically around agency staff. • Cost of living survey – this will be regionally led, with collating data, to coincide with the budget coming out soon. <p>7.2 Safe Staffing</p> <ul style="list-style-type: none"> • LM updated safe staffing; the campaign will be on-going. As part of the work streams for staff, Susan Masters is leading on this going forward, around the nursing workforce standards. LM also mentioned the nursing-ratio summit held at HQ last year and the feedback given by organisation leaders was extremely useful and informative. <p>7.3 Congress 2024</p> <ul style="list-style-type: none"> • TA reiterated the Congress update given in this morning's session for the people who were not in this meeting.
Item 8.	<p>Reporting Bodies <i>Task & Finish Groups</i></p> <p>Currently none.</p> <ul style="list-style-type: none"> • But TA updated Harry Hayes around the closed board group meeting today with the decision to arrange a T&F group regarding arranging an EDI event, and hopefully to be collaborating with NHS England.
Item 9.	<p>Council Report <i>Jeanette Jones, Council Member South West Region</i></p> <p>Summary of the confidential and open council meetings held 25th and 26th October 2023. This report was enclosed within the agenda for everyone to read through. JJ read out key points of interest from the report.</p> <ul style="list-style-type: none"> • Reflected on the industrial action programme, along with the successes and failures, and where improvements can be made. • Update given on the continuation of activities regarding across sectors of all regions. • Presentation was given on a project the RCN is involved with, along with the Paediatric and Child Health, funded by the Burdett Trust for Nursing. • An update on the 5-Year RCN Strategy was given. • Professor Nicola Ranger gave an update on Safe Staffing for Effective Care.
Item 10.	<p>Reports from Governance Committees <i>Jane Matthews, TU Committee member.</i> <i>Colin Baker, PN Committee member</i></p> <p>To acknowledge the content of the minutes from the Governance Committees and to discuss any relevant issues raised.</p>

	<p>10.1 Trade Union Committee</p> <ul style="list-style-type: none"> • Jane Matthews (JM) will give updates once received. JM has been elected as a TU rep at the start of January 2024, and within 3 days asked to vote on Northern Ireland. • JM went onto discuss the NI strike that took place. And now waiting for the update on the pay rise for NI. • JM attending joints reps conference in March in Bristol. There were lots of applicants for this event, possibly due to convenience of location. <p>10.2 Professional Nursing Committee</p> <ul style="list-style-type: none"> • CB advised full report within papers, with a few key updates from CB report. • Talks were had around staffing ratios to patients. • In terms of changes, there have been some within structures of the committee. Congratulations to Colin on election to vice chair of PNC. <p>10.3 Nursing Support Workers Committee</p> <ul style="list-style-type: none"> • Papers within agenda <p>10.4 Students Committee</p> <ul style="list-style-type: none"> • HH gave update around the UCAS numbers being looked into, and also around numbers for the committee. <p>10.5 Reps Committee</p> <ul style="list-style-type: none"> • Papers within agenda
Item 11.	<p>Items from Governance</p> <p>None</p>
Item 12.	<p>Any Other Business</p> <p><i>Vicky Brotherton, Board Chair – South West Region</i></p> <p>None</p>
	<p>Close of meeting 15:35</p> <p>VB thanked everyone for their input to the meetings today, they went really and looking forward to working with everyone.</p> <p>LM also thanked everyone.</p>

Date of next meeting: Thursday 23rd May 2024

Membership: Colin Baker, Kirsten Bland, Vicky Brotherton (Chair), Nicholas Browning, Cathy Ellingford, Emma Hallam, Natasha Goswell (Vice-Chair), Jeanette Jones (Council Member - South West), Netty Snelling, Matthew Stewart, Ashleigh Taylor, and Scott Jenkin