

RCN Scotland Board meeting 9 December 2021: Branch Briefing

Dear Colleagues

We held a very successful RCN Scotland Board meeting via videoconference on the 9 December 2021.

We had very interesting discussions on a wide range of topics including an introduction from our President Denise Chaffer. She has been connecting with lots of members during the pandemic and is happy to dial into Branch meetings for further engagement and introductions.

Thank you for all your continued work and support. Please do get in touch with the RCN Scotland team if you have any queries or suggestions for me or them.

I hope the update is helpful, and wish you all a very Merry Christmas and Happy New Year.

Best Wishes

Julie

Julie Lamberth
Chair, RCN Scotland Board



Performance Report

Colin Poolman, Interim Director RCN Scotland provided a comprehensive performance report on all aspects of the current work of RCN Scotland.

Membership Recruitment

The Board received an update on membership trends for Nurses, Students and Nursing Support Workers. This included activity for Autumn student recruitment and Nursing Support Worker Day. We have achieved our highest ever membership despite having to change our approach on recruitment during the pandemic. An incredible achievement by everyone in relation to our recruitment of new members but importantly the work to retain our existing members as well.

Fair Pay Campaign

Our campaign continues and we are now preparing for negotiations with the Scottish Government on NHS Pay for the 2022-23 pay round with the other health trade unions in Scotland which should commence once the Scottish Government Budget has passed through the Scottish parliament.

Branch Plans Update

Communication will be issued soon to branch officials with guidance on branches administration funds and expenditure. Council has agreed that Branches will be able to carry forward 25% of their unspent budget into 2022. This will be added to branch accounts early in 2022.

Professional Leadership & Engagement

The nursing profession in Scotland faces many challenges however there are opportunities to inform and influence the professional, political and policy agenda. The Board agreed the development and implementation of a new model within RCN Scotland which will better connect members in Scotland enabling them to discuss, debate and shape RCN Scotland's position across a range of professional, clinical and policy matters.

Reps Conference 2022

We are currently in the process of planning a one-day event in Spring 2022. Plans for virtual or in-person will be decided nearer the time depending on government guidance. The date will be confirmed in the near future.

CNO Introduction

Alex McMahon, Interim Chief Nursing Officer, joined the board meeting to introduce himself to the Board. He has been in post for 9 weeks and is keen to work closely with the RCN. There was an open discussion where we raised our concerns on current professional issues, including workforce pressures, safe staffing, pay and student intake. We hope that an opportunity for the board to engage with the CNO will become a regular opportunity going forward.

Education & Learning Development

The Board received an update on the progress of Education and Learning Development Strategy which supports the Education, Learning and Development offer for members across all membership categories. More information will be shared with the board in due course as the strategy moves forward.

Nursing Support Worker

The Scottish Government Workforce Directorate are leading work to recruit an additional 1,000 Health Care Support Worker posts within Agenda for Change Bands 2 - 4 to health and social care services across Scotland. Underpinning this is a national approach to the development of Bands 2-4 roles ensuring they have the requisite skills and competencies to deliver safe, effective, person-centred care. In October 2021, the Chief Nursing Officer (CNO) in Scotland requested commencement of work through NES on how to expand and develop the Agenda for Change Band 2-4 workforce in response to systems pressures within health and social care and the emergence of new service models. RCN Scotland are contributing to the work and the board noted the ongoing work with risks and opportunities presented by this programme going forward to ensure additionality in the workforce. The board will be kept informed of the development of the work.

National Care Service

The Board noted RCN Scotland's response to the Scottish Government's recent consultation on a National Care Service. The response was informed by a successful programme of member engagement. We will continue to engage with members as these reforms progress.

SenseMaker®

SenseMaker® is a tool used to collect, describe, visualise, and help make sense of the lived experience of nurses in Scotland during a global pandemic and beyond.

The Board received an update on recent data collected from this tool which showed a high proportion of responses being negative or very negative in their emotional tone. The most prominent being worry/stress/anxiety. The positive emotional tones related to proud and hopeful.

Members are encouraged to contribute their stories to SenseMaker® which can be accessed at: <https://collector.sensemaker-suite.com/?projectID=2020NursesScotland&language=en#Collector>

Printed materials & key information for branches/regs including posters for clinical areas and business cards with QR codes are being developed. There have also been videos launched on social media encouraging members to share their stories.

Board Development

The next board development session will be on **Wednesday 26 January 2022**.

Next RCN Scotland Board Meeting

The next Board meeting will be held on **Thursday 17 February 2022**.

[End]

