

# Regional Board Open Minutes

Royal College of Nursing South-West Regional Board

Minutes of Meeting held on

Thursday 15<sup>th</sup> February 2024

Open Minutes

## In Attendance

VB - Vicky Brotherton  
NG - Natasha Goswell  
JJ - Jeanette Jones  
KB - Kirsten Bland  
CE - Cathy Ellingford  
EH - Emma Hallam  
NS - Netty Snelling  
MS - Matthew Stewart  
AT - Ashleigh Taylor  
NB - Nicolas Browning  
CB - Colin Baker  
SJ - Scott Jenkin

Board Chair & Plymouth Member  
Vice Chair & Devon Branch  
Council Member  
Dorset Branch

## Staff in Attendance

Lucy Muchina  
Tony Aspinall  
Vicky Lander  
Tracey Roberts

<p><b>Item 1.</b></p>	<p><b>Welcome &amp; apologies for absence</b>  <i>Vicky Brotherton, Board Chair – South West Region</i></p> <ul style="list-style-type: none"> <li>• VB welcomed everyone to this open session.</li> <li>• Welcome to Harry Hayes, Student rep</li> <li>• Welcome to Emmanuel Asimah, Cornwall rep.</li> <li>• EA left the meeting part way through.</li> <li>• Apologies: Steve Pulsford</li> <li>• Respect Charter</li> </ul>
<p><b>Item 2.</b></p>	<p><b>Minutes and actions from the previous meeting</b>  <i>Vicky Brotherton, Board Chair – South West Region</i></p>

**2.1 To agree accuracy of the minutes** – Inaccuracy, Page 1 Ashleigh Taylor wasn't in attendance tn c da

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 – ~~VB~~ 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 ~~VB~~ (se )-52(.61 Tm0 gR0 G[I 0 0 1 176.66 215.9 Tm0 €



	<ul style="list-style-type: none"> <li>• Car parking – this continues with some social media coming out soon on this to encourage the trusts to engage.</li> <li>• National work – piece of work ongoing specifically around agency staff.</li> <li>• Cost of living survey – this will be regionally led, with collating data, to coincide with the budget coming out soon.</li> </ul> <p><b>7.2 Safe Staffing</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p><b>7.3 Congress 2024</b></p> <ul style="list-style-type: none"> <li>• TA reiterated the Congress update given in this morning’s session for the people who were not in this meeting.</li> </ul>
<b>Item 8.</b>	<p><b>Reporting Bodies</b> <i>Task &amp; Finish Groups</i></p> <p>Currently none.</p> <ul style="list-style-type: none"> <li>• But TA updated Harry Hayes around the closed board group meeting today with the decision to arrange a T&amp;F group regarding arranging an EDI event, and hopefully to be collaborating with NHS England.</li> </ul>
<b>Item 9.</b>	<p><b>Council Report</b> <i>Jeanette Jones, Council Member South West Region</i></p> <p>Summary of the confidential and open council meetings held 25<sup>th</sup> and 26<sup>th</sup></p>

	<p><b>10.1 Trade Union Committee</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• JM went onto discuss the NI strike that took place. And now waiting for the update on the pay rise for NI.</li> <li>• JM attending joints reps conference in March in Bristol. There were lots of applicants for this event, possibly due to convenience of location.</li> </ul> <p><b>10.2 Professional Nursing Committee</b></p> <ul style="list-style-type: none"> <li>• CB advised full report within papers, with a few key updates from CB report.</li> <li>• Talks were had around staffing ratios to patients.</li> <li>• In terms of changes, there have been some within structures of the committee. Congratulations to Colin on election to vice chair of PNC.</li> </ul> <p><b>10.3 Nursing Support Workers Committee</b></p> <ul style="list-style-type: none"> <li>• Papers within agenda</li> </ul> <p><b>10.4 Students Committee</b></p> <ul style="list-style-type: none"> <li>• HH gave update around the UCAS numbers being looked into, and also around numbers for the committee.</li> </ul> <p><b>10.5 Reps Committee</b></p> <ul style="list-style-type: none"> <li>• Papers within agenda</li> </ul>
<b>Item 11.</b>	<p><b>Items from Governance</b></p> <p>None</p>
<b>Item 12.</b>	<p><b>Any Other Business</b>  <i>Vicky Brotherton, Board Chair – South West Region</i></p> <p>None</p>

**Close of meeting 15:35**

VB thanked everyone for their input to the meetings today, they went