

1. INTRODUCTION

- The Health Education & Improvement Wales (HEIW) Nursing Retention Subgroup has published guidance for nursing retention in March 2023. RCN Wales welcomed the guidance and has raised its implementation with the Minister for Health and Social Services and the Chief Nursing Officer for Wales.
- The Welsh Government has set out the

is the first time that the RCN had been invited to do this as a Royal College.

- On 3 April 2023, the Director had received an anonymous whistleblowing letter in relation to Swansea Bay University Health Board. The Board was assured that the letter was shared with the Executive Director of Nursing who had shared it with staff via the staff bulletin. The Board was assured that this is being followed up by an RCN Senior Officer.
- On 27 April 2023, the Director wrote to the Chief Nursing Officer for Wales regarding concerns that some mental health providers are trying to close nursing vacancy gaps in inpatient mental health wards (both adult and children and adolescent mental health services (CAMHS)) by substituting registered learning disabilities nurses
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attention by the RCN UK Nursing department. The Director discussed this with the Chief Nursing concerns wK@uP 0239>2088710 59TJE1 841.71

impact and implementation of the Nurse Staffing levels (Wales) Act 2016. RCN Wales will submit written and oral evidence and RCN members will take part in a discussion group.

- For second year in a row RCN Wales was approached by the Welsh National Finance Committee to have RCN members sit on a focus group looking at the impact of the budget on our members.
- RCN Wales attended both the Welsh Labour and Conservative party conferences. A question was raised at the Conservative party conference dinner as to why nurses need to be educated to degree level.

The Board held a robust discussion around its concerns for nurse education in Wales including entry requirements, access routes and falling university applications. Concern was also expressed regarding the length of nurse training from 3 years to 2.5 years. The Board proposed that this be considered as a possible matter of discussion or resolution at Congress 2024.

3.5 RCN Wales Nurse of the Year 2023 and Alumni Network Update

A report had been received and was noted.

The following was drawn to the following:

- The project team is progressing arrangements for the awards ceremony on 29 June 2023.
- RCN Wales is keen to attract new sponsors and the Board noted the new sponsors listed under 2.1 of the report.
- Health Inspectorate Wales has placed an advert in the awards ceremony programme.
- As the current Nurse of the Year winner was unable to attend Congress in 2023, Richard Hellyar, winner of the Innovation and Digitalisation Award was successful in the draw to attend.
- Board member, Kokila Swamynathan attended the Florence Nightingale commemoration service in Cardiff on 16 May 2023.

The Board Chair advised the Board that the Project Group had considered the feasibility of moving the RCN Wales Nurse of the Year event from City Hall but had agreed to keep it in City Hall, Cardiff as the event needs to have sufficient staff to support it.

ACTION 09: The Board agreed to put on a coach for members to attend the Florence Nightingale commemoration service in 2024.

3.6 RCN Congress 2023

The Board discussed RCN Congress 2023 and requested that the following feedback be sent to RCN Governance:

- concerns were raised that a lot of items were discussions and not debates.
- concerns over cost of sustenance as the voucher did not cover the cost of a sandwich and a drink.
- the feedback form could have covered more issues including quality of the debates and asked questions about the quality and cost of sustenance.
- it was noted the exhibition was smaller than usual and the stands were not of the usual standard.

ACTION 10: - feedback on Congress 2023 to be submitted to RCN Governance.

The Board was reminded that Congress in 2024 would be held in the International Conference Centre in Newport.

The Director informed the Board that a local coordinating committee would be set up and Wales Board members would be invited to sit on that committee.

The Board noted that there is no requirement for bilingual translations for Congress 2024.

The following queries were raised:

- Will the Gwent branch have a key role to play as it is being held in the branch area.
- How do we encourage Executive Directors of Nursing in Wales to enable nurses to attend.
- Will the Agenda Committee speak to branches regarding submissions of resolutions.
- There was a lack of pride experience in 2023, will this be rectified.
- Will voting members who live in close proximity to the venue be able to have accommodation because of the late finishes.

ACTION 11: The Board to receive responses to the queries raised regarding Congress in 2024.

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ACTION 12 - 4 - 2023
concerns to NHS Employers and report back to the Board.

4.2 NHS Wales Partnership Forum Update

The Associate Director (Employment Relations) gave a verbal update as follows:

- The last meeting was cancelled due to pay negotiations.
- The next full Welsh Partnership Forum meeting will be on 13 July 2023 which clashes with the RCN Wales strike days and the RCN will not attend.

4.3 Independent Sector and Social Care update

A report had been received and was noted.

The Associate Director of Nursing (Professional Practice) gave a verbal update as follows:

- A care home video to demonstrate the opportunities available in registered care homes with nursing and the essential role of the care home nurse

4.5 RCN Workforce Standards Update

A report had been received and was noted.

The Associate Director of Nursing (Professional Practice) gave a verbal update as follows:

- It has been three years since the launch of the RCN Workforce Standards.
- The Director has written to the Executive Directors of Nursing for feedback on how they are being implemented in the health boards. There is contradictory information coming out from the Officer of the Chief Nursing Officer to what is reflected on the ground in Wales.
- The RCN Workforce Standards checklist and champions were launched at Congress in 2023.
- The Acute Care and Leadership Adviser is undertaking a piece of work in health boards and the independent sector.
- Greg Dix, Executive Director of Nursing, Cwm Taf afa (0) 210 0001.900008kin University Health Board, attended the launch in Congress and will share the 'Y' ø 'Y' implementation plan as best practice across Wales.
- A presentation has been developed to target band 7s to understand their role in taking this forward.

The Director suggested that health boards should be encouraged to have champions for the RCN Workforce Standards.

4.6 Succession Planning Committee Update Report and Revised Terms of Reference

A report had been received and was noted.

The Director has met with individual Board members and offered them the opportunity to take up the buddy system.

The Board was asked to consider the proposals for the Committee to draft criteria for Wales that would ensure wider attendance from members in Wales at Congress and

4.9 Update from Gwent Branch

The Board did not receive a presentation from the Branch Chair, Lynne Puckett as she had given apologies

- Looking at how to communicate the work of the PNC to the wider membership.
- The short and long definition of nursing work is almost complete.
- Reviewing the progress against the levels of practice workstream and alignment with the four countries to ensure collaborative working.
- The committee is working with the Safe Staffing for Effective Care Programme Board.

5.3 Report from the Nursing Support Workers (NSW) Committee 6 March 2023

A report had been received and was noted.

The Director informed the Board that Wales has a casual vacancy on the NSW Committee with a part-term of office until 31 December 2024. Board

There were no further items of business.

The Board Chair closed the meeting at 12:50.

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