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Welcome and Apologies

The Chair welcomed the Board to the open session. Apologies were noted from the following: Kelsey Clarke, Martha Gill, Martin Macgregor, Julie Lamberth, Jane Gibson and Jackie Leith.

1. Minutes of the meetings held on 24 May 2024
These were noted as an accurate record of the meeting.
2. Update from the Chair on Confidential Session
 - 2.1 No additional members or staff joining the Open session, the Board noted the Chair's update.
3. Pay Update
 - 3.1 Philip Coghill, spoke to this item. He reminded the Board that implementation of the non-pay elements of the pay award were progressing and work has been undertaken to ensure that members are aware of what this means for them so that they can access as appropriate.
 - 3.2 In the review of Band 5 nursing roles is ongoing . Engagement has continued with the various work-streams and RCNS is escalating concerns as they arise.

Discussion

There has been lots of positive feedback in Glasgow relating to the band 5 review. To date there have only been 7 applications, but it is expected that this number will increase significantly during the coming weeks. There was some disappointment that across Scotland there have only been limited applications so far.

It was noted that the RCN guidance was helpful with the review process. There have been some issues with the noting of a manager in the portal and errors have been made which has slowed down some requests. Greater clarity has been sought regarding the identification on the manager. It was noted that some work has been undertaken in preparation for the review of other bands. In some Boards drop-in sessions have been run to enable nursing staff to have an opportunity to understand the process.

It was suggested that Senior Charge Nurses could be communicated with in order to highlight this opportunity for band 5 nursing staff to have their roles reviewed. Most Boards have written to relevant staff, it was suggested that Boards that have not written to relevant staff will receive a written reminder from the Executive Director regarding the Boards' responsibilities in relation to the Band 5 review. It was noted that in in some board's activity has been slower than expected.

4. Communications and Parliamentary Update
 - 4.1 Niki Stark, Senior Communications Officer spoke to this item. Pay continues to be a key focus with emails and SMS messages being sent. SNP party conference took place recently at which RCNS had a successful fringe event. It is anticipated that RCN Scotland will be giving evidence regarding the proposed Assisted Dying Bill. RCN Scotland will be giving evidence on the National Care Service. At FMQs last week nursing was raised, in relation to the cutting of posts. From workforce establishments.

legitimate reasons why staff may refuse to move (competence; skills; qualifications etc), there is a duty to move if there is an issue of patient safety. It was noted that staff who move should be supported and given appropriate induction at all times.

Branch AGMs will be held shortly. In England there are AGM packs which are shared with branches. The TU Committee member is in touch with RCN Scotland staff to develop something similar.

13. Joint Reps Committee Report
The report was noted.

14. Nursing Support Working Committee Report
The report was noted

15. Any Other business

15.1 There was no further business to discuss.

[End of the Open Session]