UK Council 23.1.19

CD and RMcG in attendance

As is standard for this time of year Council were presented with the draft final year accounts and Audit for 2018. Our Audit partner presented the Audit findings and council were invited to comment on the audit for both the society and college. This year was different as it is the first year where the accounts for the society and college have been consolidated. This is because the organisation as a whole no longer qualifies as a ‘small organisation’ as we now have more than 50 members of staff. Other than some typos the only point of note that was raised was about increasing emphasis about mitigating the risk of cyber security. It was suggested that this should become a standing order in our board meetings. Richard Evans confirmed that cyber security will be part of an ongoing piece of work being carried out in relation to GDPR and this will be fed back to Council as it is ongoing.

Council discussed the 4 motions submitted to Delegates Conference Committee. Councils motions were deemed competent. Some adjustment to wording will be considered amongst our delegation.

Council did our annual review of the risk register. There is a risk review group and council were updated about the work of this group about the new GDPR regulations. All risks are reviewed regularly by the owners of the risk (usually Richard). There is a lot of discussion about ensuring the distinction between the society and college, this being a requirement due to the more stringent scrutiny of charities which is now occurring. This is in our risk register, however it will be being updated over the next year.

Council discussed the TUC ‘we trust women campaign’. Council took into account the affect that supporting this campaign may have with members in Northern Ireland. The campaign is being supported by the Royal College of Midwives and Richard Evans will contact them to find out how they are dealing with the NI issue. With this in mind Council were happy to lend its support to the TUC campaign.

Charlotte Beardmore - shared the work of the professional team with council. Health Education England (HEE) will be holding an event to understand the demand for apprenticeships for Therapy and Diagnostic Radiographers. This event will be open to radiographers who wish to attend and information will be shared for registration when a date is confirmed.

HEE have award £180,000 to help further develop the e learning programme specifically for image interpretation.

Work is ongoing to develop a framework for development of consultant radiographer practice. As part of this there is a virtual academy being developed.

Principles of safe staffing document - the final draft of this document was produced for council to review. Chris Kalinka raised the issue of radiation protection supervisors not being given appropriate time and this not being included in the document. Charlotte will review this and add something appropriate to the document. Considering these changes Council approved the document.

The results of a recent survey of consultant radiographers in the UK were presented to council. Council were keen to confirm that this work would be used to promote the development of consultant practitioner training posts. Charlotte confirmed that the consultant working group will be using this information to drive their work.

Impact of IR(ME)R 2017 on pregnancy checking document. Council praised this excellent document and were pleased to approve it. Following proof reading this will be published and advertised widely to ensure that it is available for RPS and managers.

Council were presented with a proposal for the future of remote breast screening being carried out by AP’s with remote supervision. Council had a robust discussion about this and Charlotte collated the responses from council to this proposal.

Trade Union Industrial Relations (TUIR) Report from Paul Maloney

The pay deal in England and Wales is embedded, the SoR is pressing NHS Employers to resolve the communication issues that occurred last year during the implementation of the 1st part of the pay deal. Scotland has been implemented, however the 3rd year agreement is dependent on the working parties looking at pay protection, pay progression etc. Northern Ireland have no government and therefore there is no pay deal. There has been monies identified to apply a form of pay increase for members in Northern Ireland, but there is no minister to implement this. Members were balloted re industrial action, which got a positive response from members. No plans for IA are in place as yet but there are some ‘red lines’ set out that if breached consideration for action will be reviewed.

Pensions - SoR submitted an emergency motion about ‘actuarial discount rates’ for pensions. This was unanimously passed at TUC, and following this the UK Government has committed to provide funds to support the current NHS pension scheme.

At the last valuation of the NHS pension scheme it showed that there is too much money in the scheme. This means that the monies need to be used to improve the benefits of the scheme (not by reducing contributions unfortunately). SoR are pushing to mitigate the cliff edges created by pay increases and increased contributions.

TUIR team will be starting a campaign in February to empower reps to use the job evaluation and job matching procedures to try and combat the down banding of jobs.

The rep structure is being reviewed and changed. Council approved a strategic plan for this last year. As of now, any rep that is elected will have a 2 year term of office. There is a plan for centralisation of regional training. This will cover 4 main topics; understanding pay, mental health awareness, equality champions and job evaluation. There are now about 40 student reps in various universities.

CEO report to council.

Richard has collated and submitted a response to the HCPC consultation that Council endorsed prior to submission. We are awaiting the outcome of this consultation.

There is ongoing work on the new website project. The work has got to the stage of ‘vendor selection’ which should occur in April. The aim is to be able to have a new website going live in 2020.

There is ongoing work to provide evidence for the regulation of sonographers. SoR have met with HEE and the professional standards authority. We are awaiting the PSA’s opinion to form the next steps.