



**We think you  
are amazing**

**HCA's and AP's:  
valued members of  
the nursing team**

Find out how the RCN can  
help you make a positive  
difference to your profession.



**Royal College  
of Nursing**



## **“We think you are vital”**

**As a health care assistant (HCA) or assistant practitioner (AP) you are a valued and integral member of the nursing team and the RCN welcomes you into membership.**

As the only union in the UK to provide specialised support to those who deliver nursing care, the RCN understands your needs better than anyone else does.

You are essential in achieving the best possible patient care. The RCN is committed to ensuring that you are able to do this, by lobbying government on issues such as regulation. By joining with over 410,000 other nursing professionals, we can ensure your voice is heard where it counts.

Whichever sector you work in and whatever your role, there are a whole host of reasons why RCN membership is vital.

Take a look through this booklet to find out all the benefits available to you.

**“ I joined the RCN because I wanted HCAs and APs to have a voice. The RCN is giving us a chance to shape and develop the future of this fantastic workforce. ”**

Lorraine Hicking-Woodison, assistant practitioner

# “We think you are worth protecting”

**No one wants to think that things will go wrong, but if they do, it's better to be safe than sorry. Membership of the RCN gives you peace of mind with nursing-specialist lawyers and representatives who can ensure we achieve the best possible outcomes for our members.**



**“Joining the RCN gives you the peace of mind needed when working in the health industry.”**

Kyle Harding, health care support worker

## **Indemnity cover**

Your RCN membership could provide you with financial protection should a complaint of professional negligence ever be made against you. Please see the website for details of exclusions and conditions.

## **Representation**

The RCN can advise on work-related matters such as requesting more flexible working hours or concerns about your level of responsibility. You can also obtain local support from our network of more than 5,000 RCN activists – trained staff that work in the same field as you who truly understand the issues that you face.

## **Legal advice**

Expert employment and legal rights specialists are on hand to help if you experience serious difficulties, such as challenging cases by the ISA or Disclosure Scotland (the PVG scheme), unfair dismissal, discrimination, and bullying and harassment. Without RCN membership you may be faced with legal fees of up to £300 an hour. The RCN also offers a free 30-minute legal advice session for yourself or your family, and can seek compensation on your behalf if you are injured at work.

# “We think you deserve to be supported”

**With the RCN, you are never alone. We are on hand to offer free, confidential support and advice on personal and professional issues.**

## **Counselling**

As an RCN member you can receive support and assistance to help you deal with any challenging issues that you may face, such as stress, bereavement, domestic violence, bullying and harassment and adjusting to new responsibilities at work.

## **Immigration advice**

If you are an overseas member you can access advice and representation on a wide variety of matters including visas, work permits and citizenship.

## **Welfare rights and guidance**

Telephone and face-to-face advice and information is available on difficult issues such as debt problems, ill health and housing problems.

Call **0345 408 4391**, visit **[www.rcn.org.uk/mss](http://www.rcn.org.uk/mss)** or email **[mss@rcn.org.uk](mailto:mss@rcn.org.uk)** to access these services.

## **RCN Direct advice**

Members can access this invaluable service online at **[www.rcn.org.uk/direct](http://www.rcn.org.uk/direct)** or by calling **0345 772 6100**. The helpline is open seven days a week, 365 days a year between 8.30am and 8.30pm. A team of specialists offer guidance and support on a range of employment, legal and professional issues that may affect you.

## **Dedicated support**

The RCN has a dedicated HCA and AP team and national committee that is committed to supporting HCAs and APs, who work to ensure that your opinions are heard on the issues that affect you.



# “We think you should have opportunities to progress”

**Whatever stage you are at in your career, the RCN gives you the opportunity to learn new skills, realise your potential and improve the care you offer your patients.**

## Online learning resources

The RCN Learning Zone is an invaluable resource enabling you to create a CV, build your professional portfolio, and access learning content on a wide range of topics that will support your ongoing clinical and personal development. Visit [www.rcn.org.uk/learningzone](http://www.rcn.org.uk/learningzone)

*First Steps for HCAs* is an online induction training resource, where you can gain confidence in your role using a range of interactive methods. The resource contains printable competence checklists which can be used as evidence of learning. Visit [www.rcn.org.uk/hcafirststeps](http://www.rcn.org.uk/hcafirststeps) to use the resource.

## Publications

The RCN houses one of the largest nursing libraries in the world. You can also access all RCN publications online for free for up-to-date guidance on clinical issues to help you improve your understanding and practice. Go to [www.rcn.org.uk/library](http://www.rcn.org.uk/library)



## Conferences

The RCN organises a wide variety of workshops, study days and conferences relevant to HCAs and APs around the UK on topics including record keeping and accountability and delegation. For more information visit [www.rcn.org.uk/events](http://www.rcn.org.uk/events)

## Careers advice

We also offer career guidance including helping with application forms, interviews and continuing professional development. Call **0345 408 4391** or email [mss@rcn.org.uk](mailto:mss@rcn.org.uk)

# “We think you are stronger connected”

**With the RCN you have the opportunity to connect with other like-minded colleagues and get your voice heard.**

## **HCA and AP network**

Join the HCA and AP network and you will find out what's happening in your country and region and share best practice with like-minded colleagues. You will be the first to hear about events, conferences and news, and we will listen to your views so that we can make sure your voice is heard where it counts. Visit [www.rcn.org.uk/hca-apnetwork](http://www.rcn.org.uk/hca-apnetwork) to find out more.

## **Newsletter**

As an HCA or AP member you will receive a quarterly e-newsletter covering issues that affect you, including the latest news, top tips, training opportunities, and legal advice.



## **Forums**

The RCN has more than 40 specialist forums, ranging from dermatology to women's health, enabling you to develop your expertise, connect nationally with other members who share your interests, and receive free informative newsletters. To join or for more information, visit [www.rcn.org.uk/forums](http://www.rcn.org.uk/forums)

**“Working in a GP surgery sometimes makes you feel isolated, and being able to discuss ideas with other HCAs and APs is invaluable. It gives me great confidence in my role to be able to bring ideas back to our surgery. ”**

Sue Harkness, health care assistant



# “We think you deserve even more”

**Special deals, tailored to suit you.**

## **RCN membership can save you money!**

The RCN offers fantastic discounts on a range of products and services including shopping vouchers, magazine subscriptions, hotel stays, home broadband and much more.

We also have incredibly competitive offers on financial services including roadside assistance, and home, car, travel, and life insurance.

Visit **[www.rcn.org.uk/xtra](http://www.rcn.org.uk/xtra)** to take advantage of these fantastic offers.

## **Educational funding**

You may be eligible for RCN educational funding of up to £500 towards fees for study days, conferences, short courses or awarding body registration fees. Visit **[www.rcn.org.uk/scholarshipsawards](http://www.rcn.org.uk/scholarshipsawards)** to find out more.



# What do you think?

If you are an HCA or AP join us today  
and start enjoying all the benefits  
of RCN membership



To join, call RCN Direct on **0345 772 6100** or visit  
**[www.rcn.org.uk/join](http://www.rcn.org.uk/join)**

We even offer an introductory rate for your first  
year of membership of just over **£4 per month**.

For more information **text HCA12** followed by your  
name and address to **88020\***

To find out more about the HCA team at the RCN  
and for news, important documents and useful links,  
go to **[www.rcn.org.uk/hca](http://www.rcn.org.uk/hca)**

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