

RCN LEARNING REPS: Role descriptor



Learning and training must be valued and protected to ensure the nursing workforce can deliver high quality care. Our members should expect to have fair and equal access within a positive learning culture which treats them with dignity and respect.

Learning reps provide space for members to think about their current practice and future aspirations and consider what learning they need to reach their goals. Where members are struggling or discouraged, learning reps help them access support and resources to boost their confidence, and challenge systemic barriers that might be getting in their way.

Learning reps build strong relationships in their workplace and understand how to influence for change. They connect with members to find out what matters to them and support them to get their issues heard and win changes that make a difference.

Learning reps grow the membership and encourage people to be active because they know that power and real change require a strong voice at a local and national level.

Supporting and representing RCN members

- Support members and colleagues by providing information and advice about learning and training
- Analyse learning and training needs.

Improving the working lives of RCN members

- Work with members and union colleagues to arrange union learning and training events
- Consult/collaborate with the employer to improve learning and training.

Creating and building workplace relationships

- Build workplace relationships and networks
- Attend and contribute to workplace committees/groups.

Being a representative of the RCN

- Raise your profile and the profile of the RCN
- Recruit members and reps
- Promote RCN campaigns
- Access and work within RCN support structures.

All activity is carried out with support of, and in partnership with, the local RCN officers, the UK Representative Committee lead and community of RCN reps.