



RCN ROLE DESCRIPTOR FOR SAFETY REPRESENTATIVES

For RCN members we will encourage and promote a safe working environment, ensuring members' rights to a safe and healthy workplace by working collaboratively with the RCN, employers and other stakeholders to recognise and influence the management of risk in the workplace.

Signposting

- Engage with organisations and empower members to access and use information and advice appropriately to raise awareness of health and safety issues.

Organising and campaigning

- Organise and engage members to participate in RCN structures and processes, including regional/national RCN networks, branches and employer consultation structures. Link in with the lead rep reporting to the UK Safety Reps Committee, to support health and safety initiatives in the workplace.
- Act on behalf of the RCN, supporting, influencing and promoting its policies and campaigns around health and safety. Liaise with the elected country or regional rep of the RCN's Safety Rep Committee to ensure that local issues and themes relating to health and safety are fed back at a national level, helping to identify common themes and feed into the national RCN Safety Reps' work plan.
- Build and enhance the reputation, influence and visibility of the RCN through recruitment and retention of members.

Supporting and/or representing

- Represent and negotiate on behalf of RCN members' collective health and safety needs, be a spokesperson for members and support and assist other representative colleagues on health and safety related issues.

Questioning and influencing

- Support and assist in the development of a positive workplace culture around health, safety and wellbeing and welfare. Recognise and influence the management of risk to RCN members in the workplace in relation to health and safety including; workplace stress, safe staffing levels, healthy working lives and the ageing population.
- Access and analyse information relating to the health, safety, wellbeing and welfare of members in the workplace.
- Develop and support partnership working between the RCN and other stakeholders at all levels to champion positive health and safety practice.

Underpinning activities

- Work within the parameters of your representative role managing and addressing your members' expectations.
- Champion and defend equality, inclusion, human rights and fair treatment for all RCN members in accessing resources and a safe working environment.
- Maintain safe and accurate records of your activity as an RCN safety representative in accordance with legislation relating to data protection and confidentiality as well as RCN policy.
- Develop as an active learner through learning from experience and engagement with the RCN's mentorship/supervision and continuing learning and development offer.

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

