



RCN ROLE DESCRIPTOR FOR STEWARDS

For RCN members we will promote the value of partnership working, facilitating the fair treatment of RCN members through collective and individual representation and by working collaboratively with the RCN, employers and other stakeholders to negotiate, assist and promote good employment practice in the workplace.

Signposting

- Engage with organisations and empower members to access and use information and advice appropriately to raise awareness of their terms and conditions of employment.

Organising and campaigning

- Organise, engage and assist members to participate in RCN structures and processes, including regional or national RCN networks, branches and employer consultation structures. Link in with the lead rep reporting to the UK Stewards Committee, to improve members' terms and conditions of employment.
- Act on behalf of the RCN, supporting, influencing and promoting its policies and campaigns around employment relations. Liaise with the elected country/regional rep of the RCN's Stewards' Committee to ensure that local issues and themes relating to employment relations are fed back at a national level, helping to identify common themes and feed into the national RCN Stewards' 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 with an employment-related issue in accordance with organisational policy and procedure, be a spokesperson for members and work with other accredited representatives as appropriate.

Questioning and influencing

- Support and assist in the development of a positive workplace culture around employment relations, recognising, influencing and assisting in the management of risk to RCN members in the workplace in relation to their terms and conditions of employment.
- Access and analyse information relating to the terms and conditions of employment of members in the workplace.
- Develop, support and assist partnership working between the RCN and other stakeholders at all levels to share and learn from local and national experience and trends in employment relations.

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 their terms and conditions of employment.
- Maintain safe and accurate records of your activity as an RCN steward in accordance the RCN case management system and legislation relating to data protection and confidentiality.
- 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 carried out with support of, and in partnership with, the local RCN officers, UK Steward Committee lead and community of RCN reps.