



# RCN ROLE DESCRIPTOR FOR LEARNING REPRESENTATIVES

For RCN members we will champion and promote the value of learning. We will do this by offering support and signposting – assisting all members to plan, manage and undertake their learning in whatever way suits their learning style. This will be done in collaboration with the RCN, employers and other stakeholders to negotiate, develop, protect and embed learning in the workplace.

## Signposting

- Engage with organisations and empower members to access and use information and advice appropriately to support them in their role.

## 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 Learning Reps Committee, to support professional learning and development initiatives in the workplace.
- Act on behalf of the RCN, supporting, influencing and promoting its policies and campaigns around learning and development. Liaise with the elected country or regional rep of the RCN's Learning Rep Committee to ensure that local issues and themes relating to learning and development are fed back at a national level, helping to identify common themes and feed into the national RCN Learning 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 learning and development needs in their professional role, being a spokesperson for members and advise other representative colleagues on learning and development-related issues.

### **Questioning and influencing**

- Support and assist in the development of a positive workplace culture around learning and development. Recognise and influence the management of risk to RCN members in the workplace that relate to gaps in their skills and/or knowledge.
- Access and analyse information relating to learning and development support and career development of members in the workplace.
- Develop and support partnership working between the RCN and other stakeholders at all levels to champion learning and development. Agree a learning strategy in collaboration with other union colleagues, professional bodies and employers.

### **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 learning and development.
- Maintain safe and accurate records of your activity as an RCN learning representative in accordance with legislation relating to data protection and confidentiality and 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 Learning Rep Committee lead and community of RCN reps.