



- Developing best practice in professional nursing matters
- Increasing employees' engagement in both employment relations and professional and educational nursing matters

3. Scope

For the purpose of this agreement, these are to be sole bargaining rights,

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- Organise meetings of members during working hours with no loss of earnings

- 5.2** The election of representatives shall be determined by the RCN. The RCN agrees to notify employers with the names of elected officials, the area they represent and any change of representatives or officials. The RCN shall provide their accredited representative with written credentials.
- 5.3** Time-off and facilities for representatives' functions will be provided for as detailed in annex to this agreement
- 5.4** Action taken by representatives in pursuit of their duties under this agreement – or their legal obligations, or their union rules – shall not in any way affect their employment with the employer
- 5.5** Disciplinary action should not be taken against elected representatives until the employer has discussed the matter with a full-time officer of the RCN.

6. How negotiation takes place

It is up to you, as to detail of how representation and negotiations are to take place. Negotiation may take the form of a formally constituted committee of employer and employee representatives or for smaller organisations may take the form of regular joint meetings between the employer and employee's representatives

The functions, scope and composition will be agreed with the full time union officials. It will be necessary to include provisions for the exchange of information. Time-off and facilities for representative's functions will be provided for as detailed in annex to this agreement. Any agreement should provide clear guidance for when and how a dispute arising from the

