# RCM CONFERENCE

NOVEMBER 2010

## Negotiating for Learning

# INTRODUCTIONS

- Joe Holly
- Lucy Hopley
- Global Edge Network
  - Education and organisational development
    - Community & Voluntary Organisations
    - Trade Unions & Professional Associations
    - Co-operative and Social Enterprises

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# Advantages of Learning

- For the member
  - Better understanding of work and workplace
  - Enhanced motivation and career development
  - Improved team working
- For management
  - Better educated and more productive staff
  - Improved service delivery
  - Better prepared for change
- For the RCM
  - Meeting professional requirements
  - Servicing, organising and retaining members

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# Inhibitions and Misconceptions

- Fear of personal rejection
- Fear of being disliked
- Fear of making a fuss
- Bad manners to attempt to negotiate a better deal
- If I am open about my position, generous and amenable, surely I will be treated similarly
- A natural, human fear of failure

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# Negotiations

- Doing your background research
- Undertaking a learning needs analysis
- Assessing management's position
- Aiming high but having alternatives and preparing variables
- Trading not giving concessions
- Record keeping – summarising and clarifying as you go.

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# Understanding the Context

- The HR framework

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# Human resources framework

- Time to Train
  - The Government
    - www.legislation.gov.uk
  - ACAS
    - www.acas.
  - Skills for Health
    - www.skillsforhealth.org.uk
  - TUC
    - www.tuc.org.uk
  - UnionLearn
    - www.unionlearn.org.uk
  - RCM
    - www.rcm.

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# Understanding the Context

- The HR framework
- The NHS policy and direction
- The local health organisation's policy and practice

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# NHS National & Local

- What is the National stance?
  - www.skillsforhealth.org.uk
- What is the local stance?
  - Local NHS website
  - Policy and other documents
  - Training and development practice & precedent
  - Other unions' and professional associations'
  - Results of learning needs analysis

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# Understanding the Context

- The HR framework
- The NHS policy and direction
- The local health organisation's policy and practice
- Local and other learning providers

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# Learning Providers

- Existing providers locally
  - Colleges, OU, WEA, etc.
- Other local providers
- Other unions and associations
  - Scope for collaboration

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# Understanding the Context

- The HR framework
- The NHS policy and direction
- The local health organisation's policy and practice
- Local and other learning providers
- Workplace HR and other union practice

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# Group Discussion

- You represent 20 midwives working from two sites. On one site, some of them have spoken to you about their need for continuing training and learning for leadership. Management seem to have overlooked these needs.
  - What actions would you take?
  - What initial steps would you take to open negotiations with management?

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# Key Points

- Compile a list of actions in your group
- Give them a priority order
- Report back in plenary
- We will provide a compilation and commentary via RCM.

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