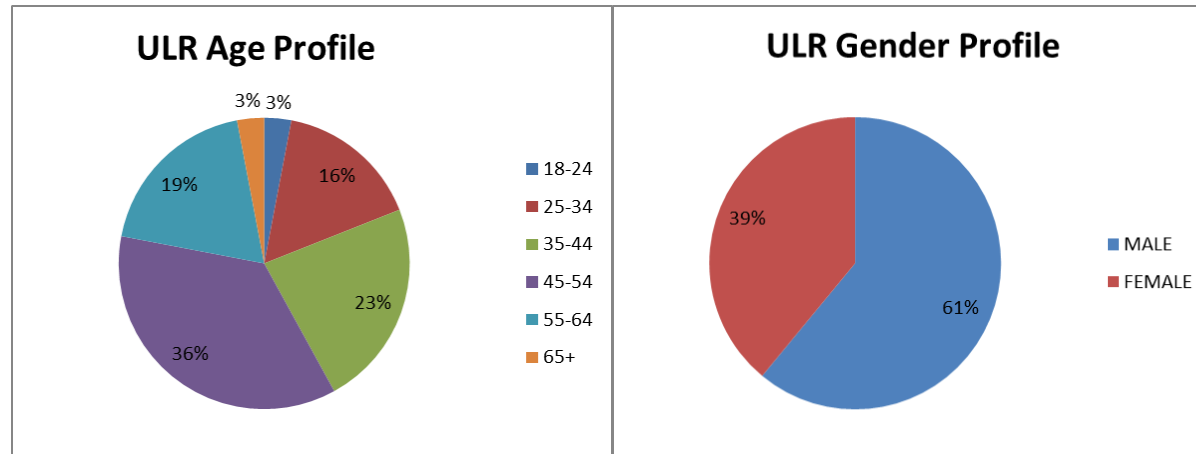
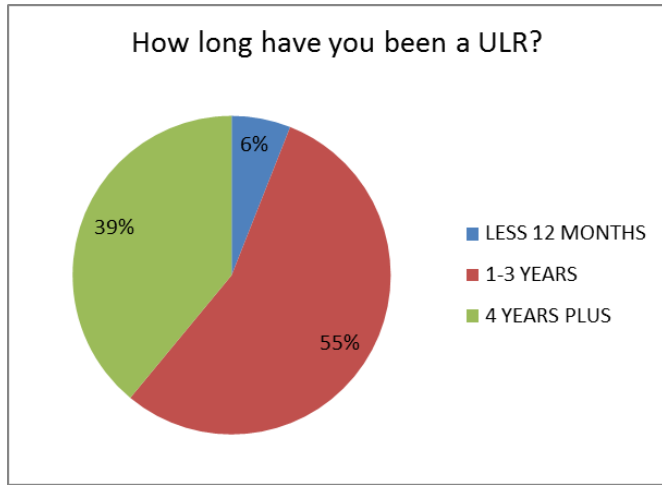


ULR Survey 2016

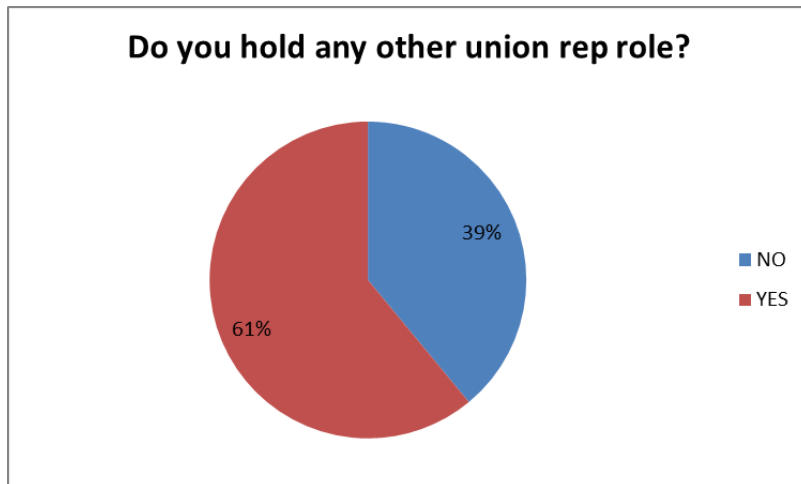
Age & Gender Profile



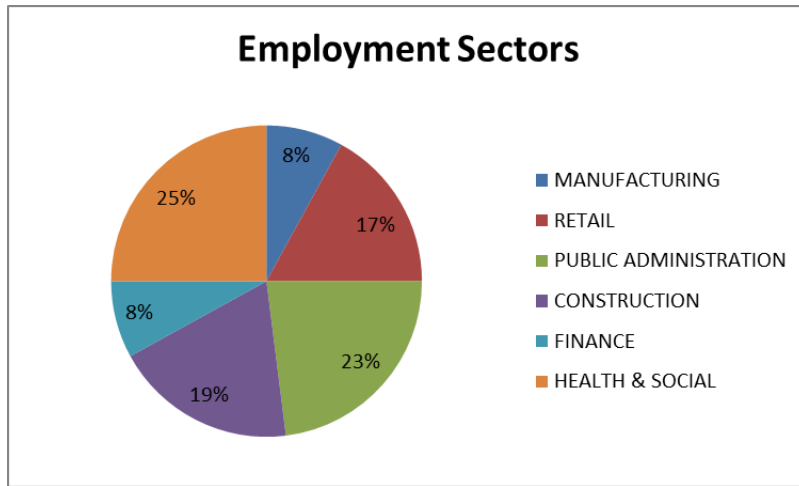
How long have you been a ULR?



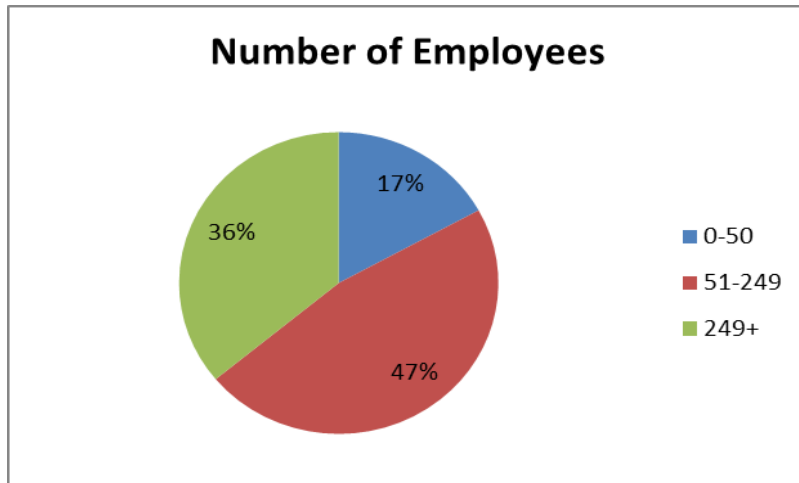
Do you hold any other union rep role?



1. Which of the following best describes the sector in which you are a ULR?



2. Approximately how many employees are there at your workplace?



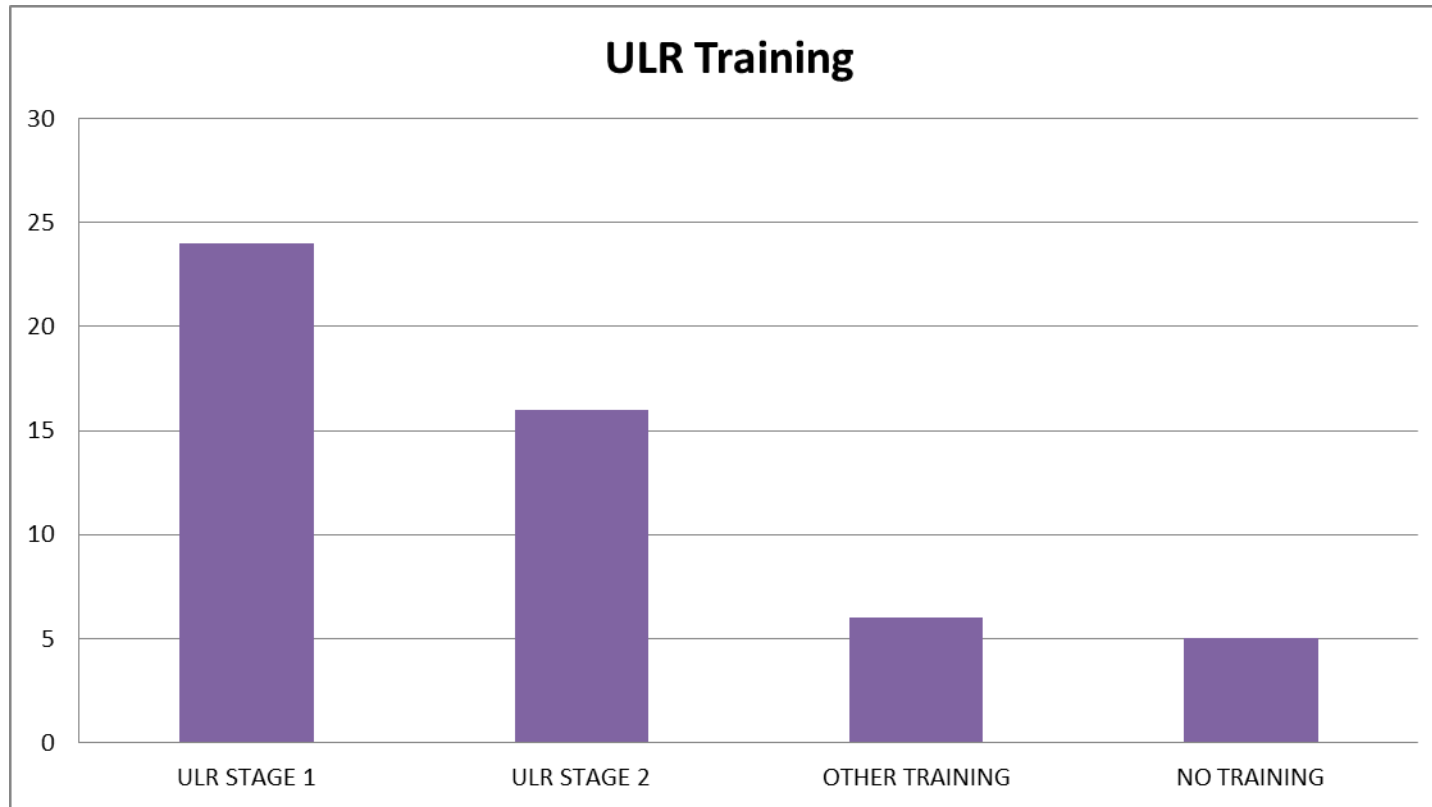
3. Have you completed:

ULR training course provided by ICTU:

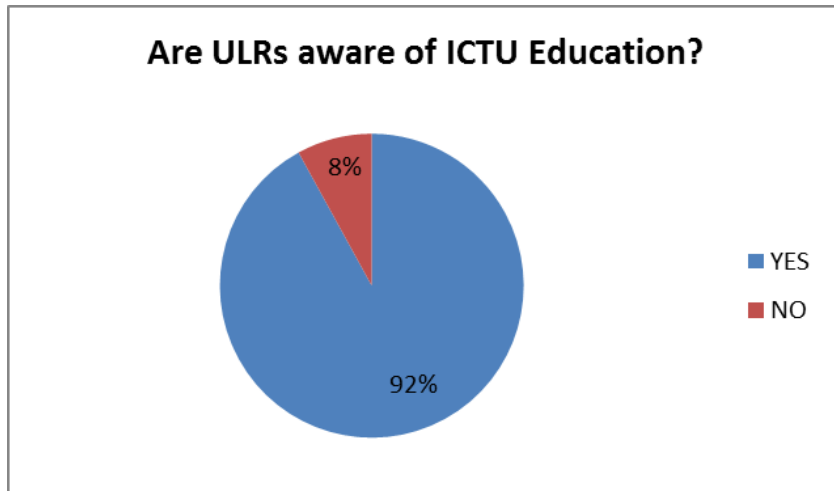
ULR Stage 1

ULR Stage 2

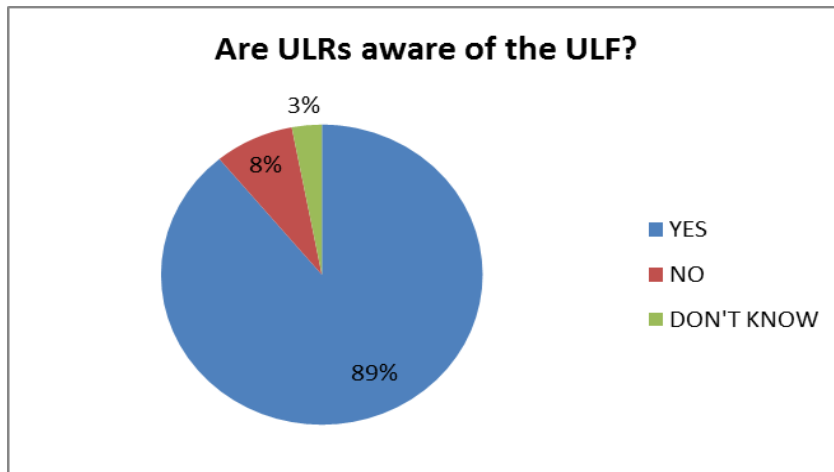
ULR training course provided by your own union (please specify)



4. Are you aware of the NIC ICTU Trade Union Education programme?

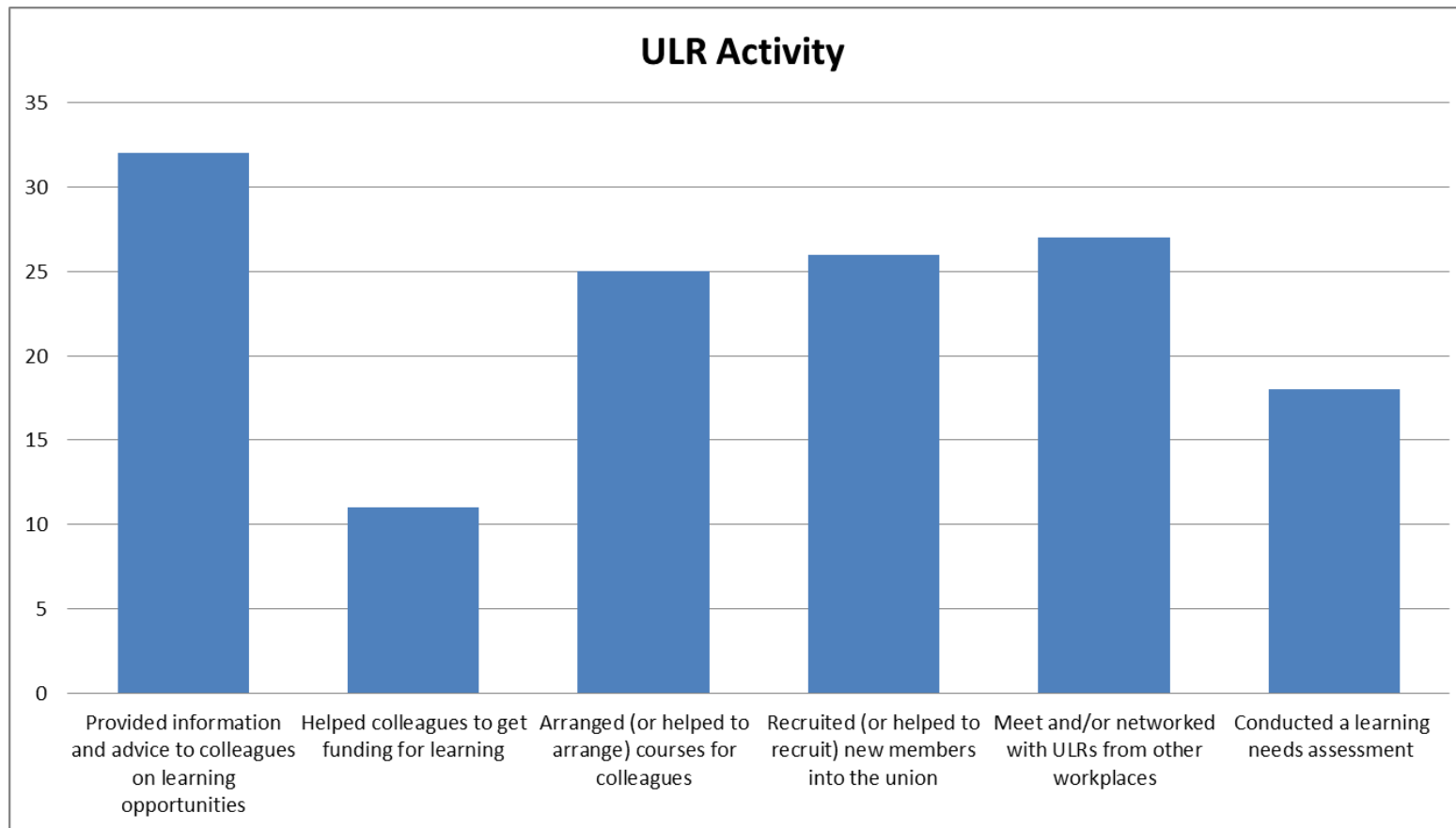


5. Are you aware of the Union Learning Fund?

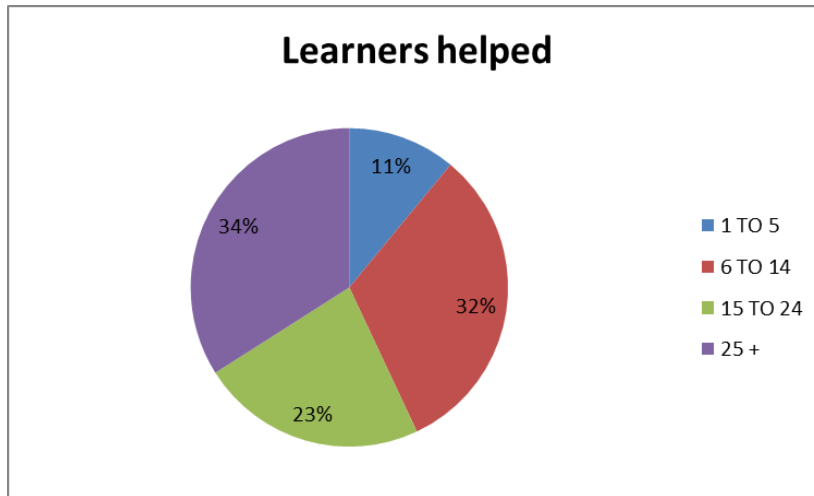


6. During the last 12 months (or since becoming a ULR) have you?

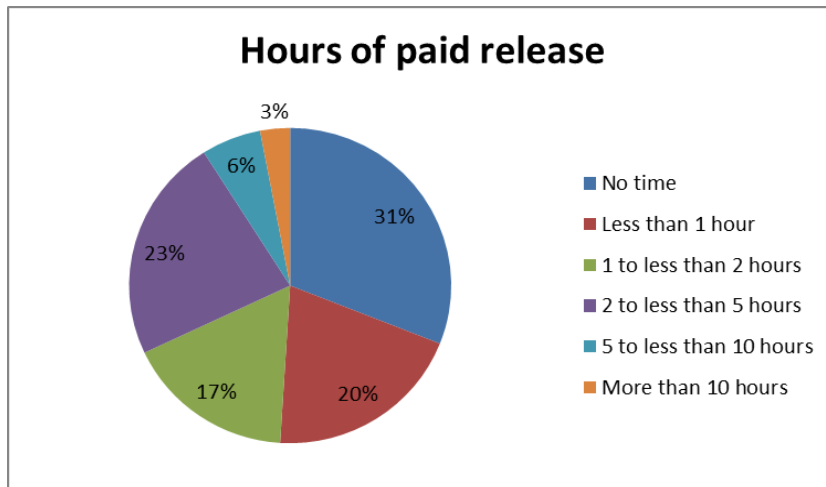
- Provided information and advice to colleagues on learning opportunities
- Helped colleagues to get funding for learning
- Arranged (or helped to arrange) courses for colleagues
- Recruited (or helped to recruit) new members into the union
- Meet and/or networked with ULRs from other workplaces
- Conducted a learning needs assessment - If you have, what types of courses do your colleagues require?



7. Approximately how many colleagues do you think you have helped with learning or training in the last 12 months?



8. On average, how many hours per week of paid release from work do you normally receive from your employers for union activities?



9. To what extent do you agree or disagree with the following statements?

I have adequate access to office facilities

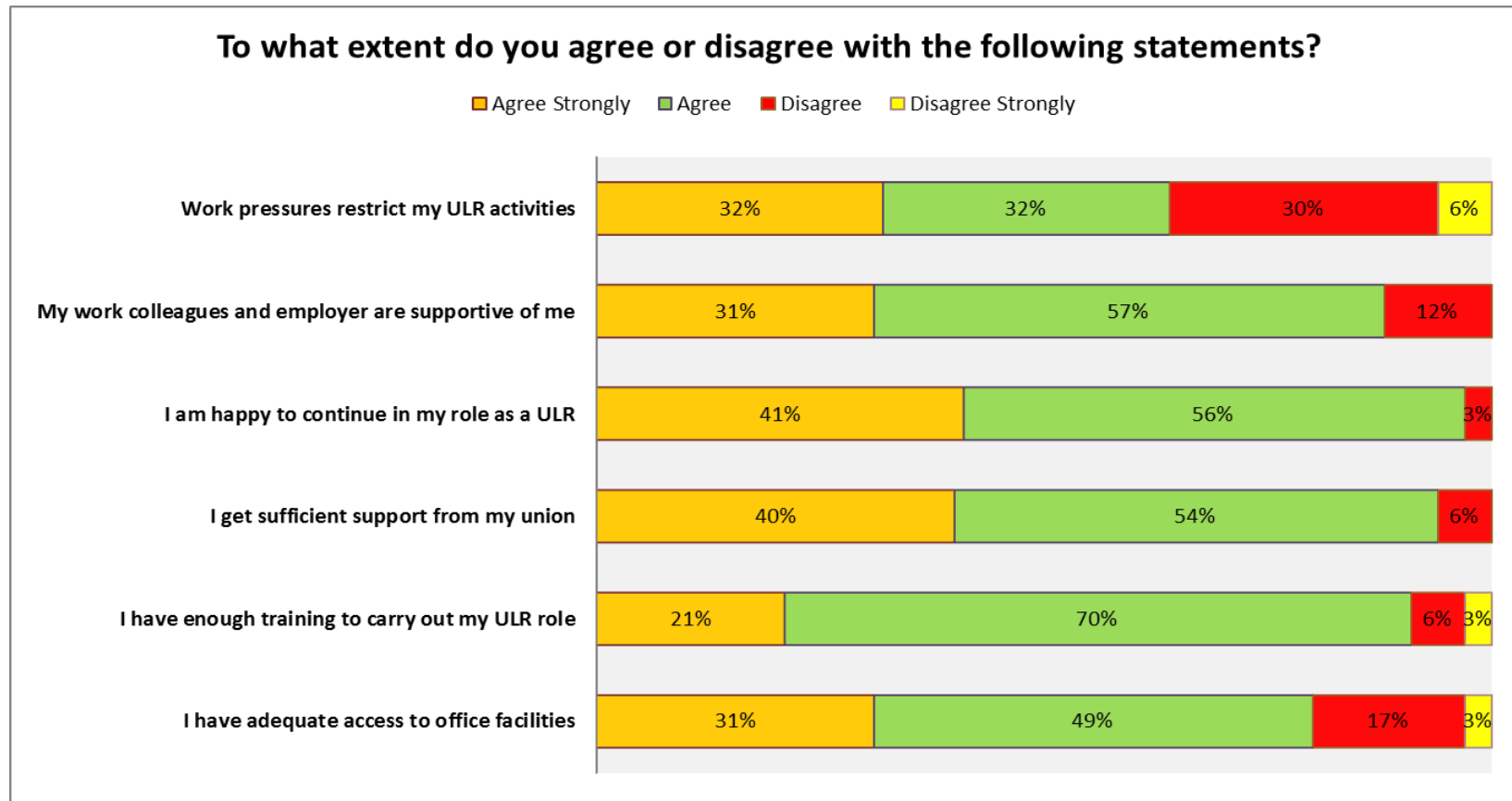
I have enough training to carry out my ULR role

I get sufficient support from my union

I am happy to continue in my role as a ULR

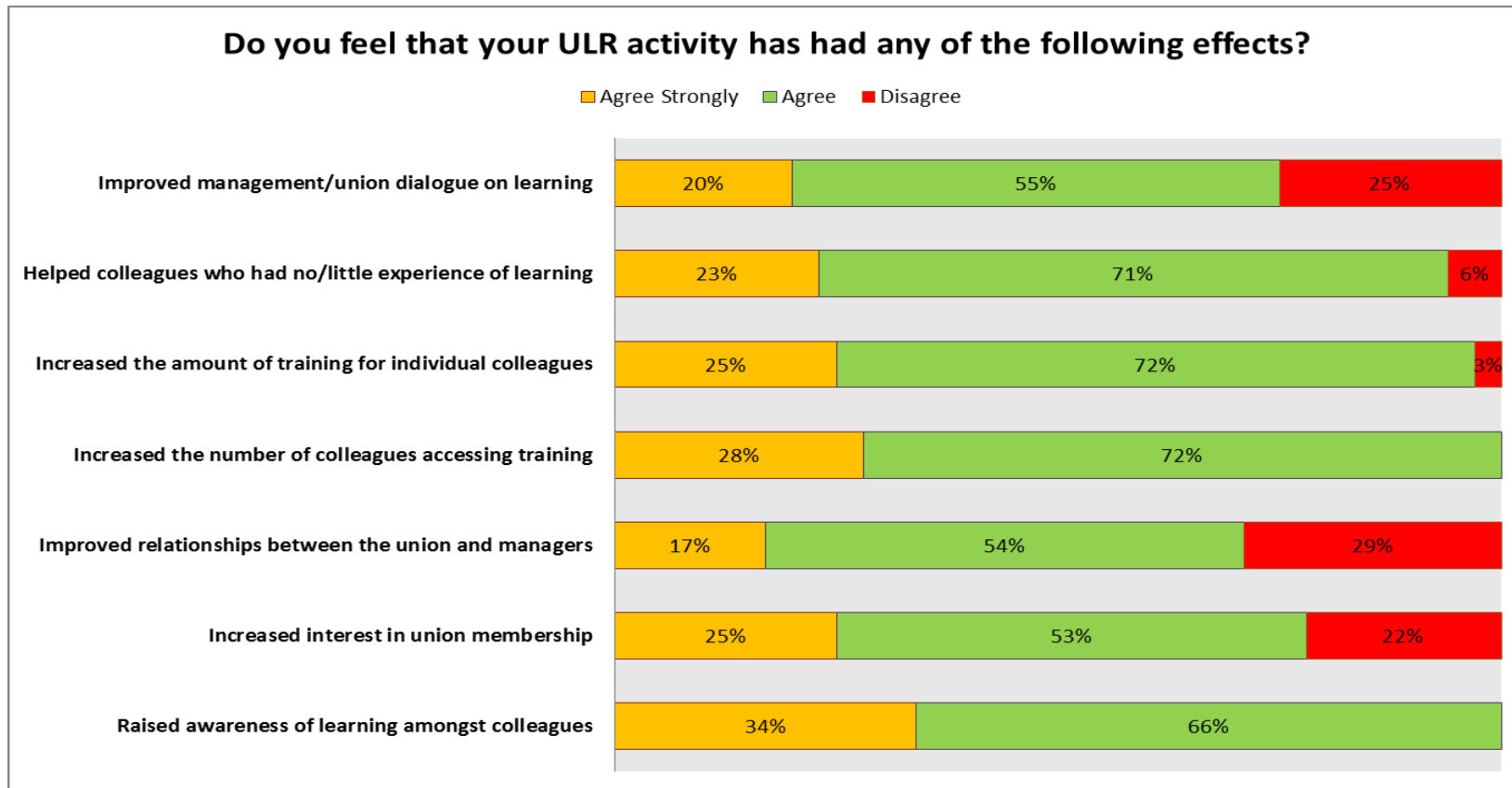
My work colleagues and employer are supportive of me

Work pressures restrict my ULR activities have adequate access to office facilities



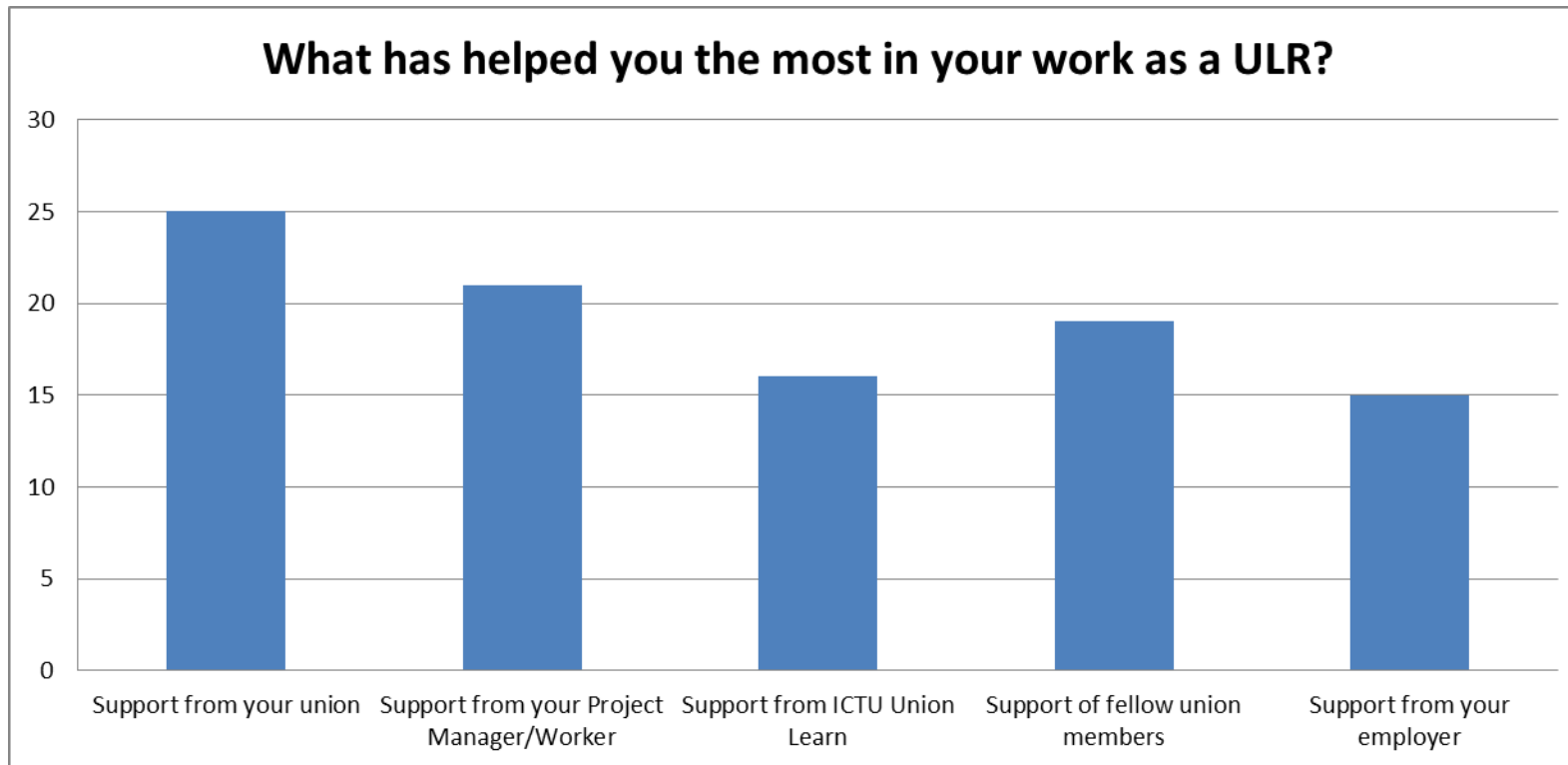
10. Do you feel that your ULR activity has had any of the following effects?

- Raised awareness of learning amongst colleagues*
- Increased interest in union membership*
- Improved relationships between the union and managers*
- Increased the number of colleagues accessing training*
- Increased the amount of training for individual colleagues*
- Helped colleagues who had no/little experience of learning*
- Improved management/union dialogue on learning*



11. What has helped you most in your work as a ULR?

- Support from your union
 - Support from your Project Manager/Worker
 - Support from ICTU Union Learn
 - Support of fellow union members
 - Support from your employer
- Other (please specify)



12. Does your employer provide you with:

Reasonable time-off to conduct your ULR role?

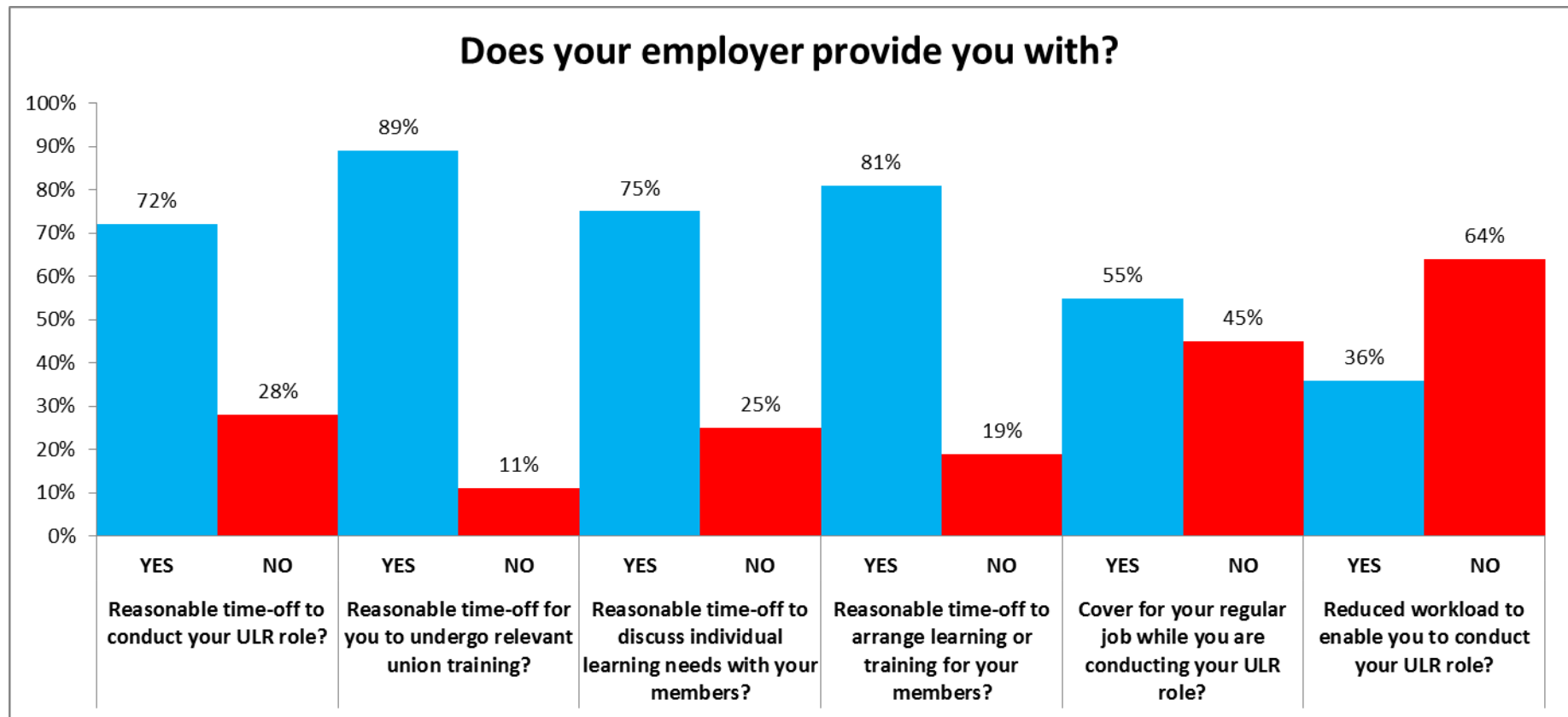
Reasonable time-off for you to undergo relevant union training?

Reasonable time-off to discuss individual learning needs with your members?

Reasonable time-off to arrange learning or training for your members?

Cover for your regular job while you are conducting your ULR role?

Reduced workload to enable you to conduct your ULR role?

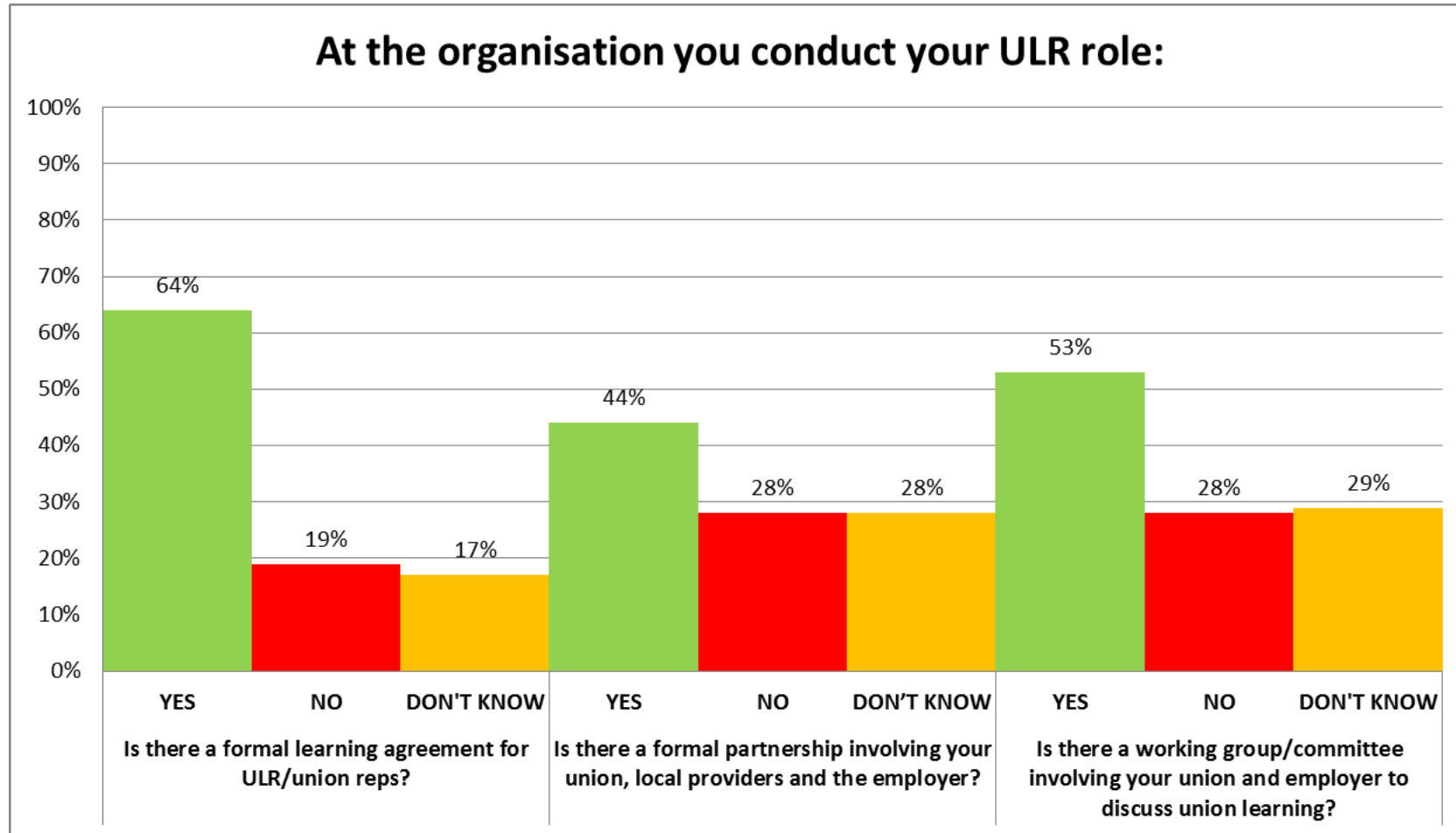


13. At the organisation you conduct your ULR role:

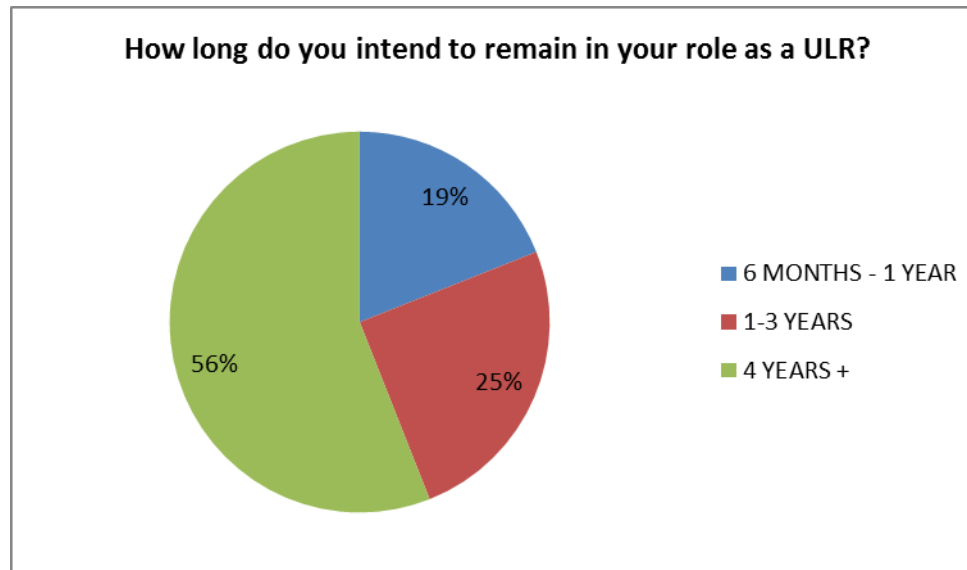
Is there a formal learning agreement for ULR/union reps?

Is there a formal partnership involving your union, local providers and the employer?

Is there a working group/committee involving your union and employer to discuss union learning?



14. Do you intend to remain in your role as a ULR?



Please give reason why

I enjoy supporting learners.

I want to continue to contribute to staff development.

I love the union learning ethos!

I find the role fulfilling and interesting.

I enjoy the role and get pleasure from helping people back into learning.

Responses to 6 months – 1 year

Work commitments

Retiring

To allow others the opportunity

Q15. What else could ICTU and/or your union do to support you as a ULR?

- Have more structured meetings and combine with other stores.
- Keep supporting us because we are helping lots of people and bringing awareness to the workplace.
- Arrange cluster meetings to allow ULRs to network across the union, might enable greater access to courses.
- Provide a list of courses that are not run by colleges. Produce example of what other ULRs have achieved. (Case Studies)
- Improve networking among ULRs
- I would like a more coordinated approach to UL, I feel as if more could be done to help us fulfil our roles effectively. Better funding. A strategy and an annual list of essential courses will make a huge difference.
- Keep employers updated on the benefits of the ULR role and the benefits for staff.
- I feel ICTU and my union support ULRs a lot. I guess more funding received the more we can do.
- It would be very beneficial if more training was available in my local area - (Derry - ICTU Education)
- Better communication between union and ULRs. Need more regular meetings.
- Try to muster support through stronger campaigns.
- Develop links within the independent sector which have been initiated.
- ICTU could provide information to employers re Unionlearn. Not enough know about the work ICTU undertakes generally and the support the offer ULRs is enormous. Information roadshows and advertising throughout NI to increase awareness of courses and ULF projects.
- RCN to arrange more frequent meetings for reps and directors of nursing. Formalise committees and share information with RCN.
- Make a ration for committees that would be spread across all branches such as 1 ULR for 75 employees. Branches should be encouraged to have more than 1 ULR per branch.
- Stage 3 ULR training
- More time for reps, streamlined prospectus, email, post and flyers.