



Reps' Summit

2025

**The Power of collective connection
Growing the SoR together.**

Leandre Archer

Head of Industrial Relations and Membership



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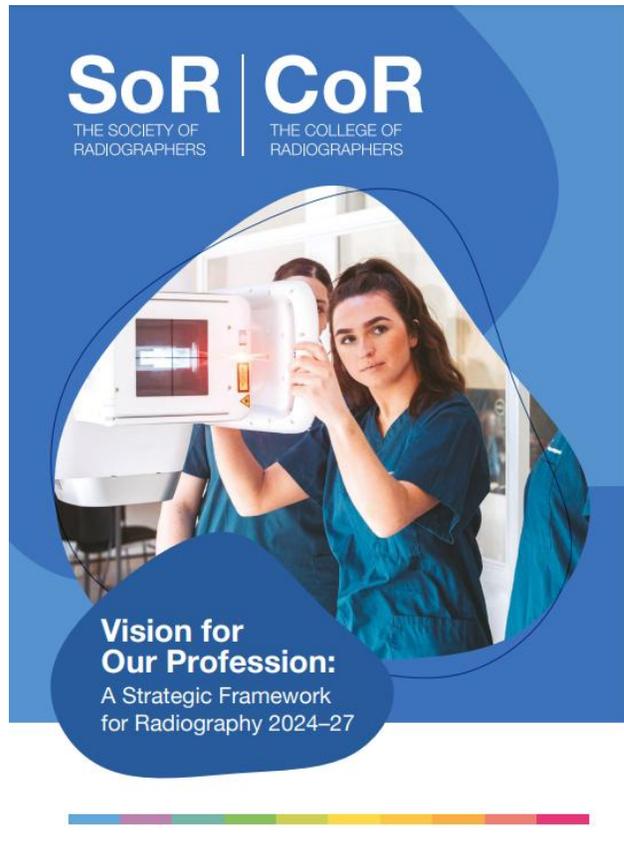
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Why are we here?

The Role of the Rep aligned to SoR Strategy 24-27



Our strategic framework is our vision for the future and a call to action for every member of the radiography workforce. It focuses on four key priorities:

1.Membership: Empowering and supporting professionals while expanding representation and encouraging growth.

2.Workforce: Nurturing talent, advancing careers, and fostering an adaptable profession.

3.Profession: Driving innovation, securing a sustainable future, and advocating for excellence in radiography.

4.Patients: Elevating patient-centred care and embedding diverse voices to enhance healthcare outcomes.



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What do we want to achieve?



Set Goal: Increase union membership in each target group over the next 12 months.

Strategies:

- Target underrepresented sectors and workplaces both NHS and private employers, define targets.
- Launch scheduled outreach campaigns (e.g. recruitment events, workplace visits).
- Offer incentives for member referrals. Get recognised for the recruitment you do!



The Role of the Rep in Recruitment

Organising and Outreach

Actively recruit new members.

Use workplace issues to demonstrate union relevance -7 day working, safe staffing, collective grievances etc.

Building Relationships

Peer-to-peer engagement based on trust.

Regular conversations with members and non-members.

Share the case studies/ the wins - always maintaining confidentiality

Promoting Union Visibility

Host events, distribute materials, lead campaigns.

Maintain a visible and active presence.



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Reps using data to organise

1

Map your workplaces

2

Check in with joiners/leavers

3

Identify collective issues

4

Target campaigns within your workplace- Get ahead campaign, Heart union

What is organising for power?



Building a union that draws its strength not just from the number of members it has but also from the number of reps and activists



Campaigning on values and issues that are important to members and involving them in campaigns



Reflecting the diversity of the workers the union supports in the profile of its members, reps and activists.



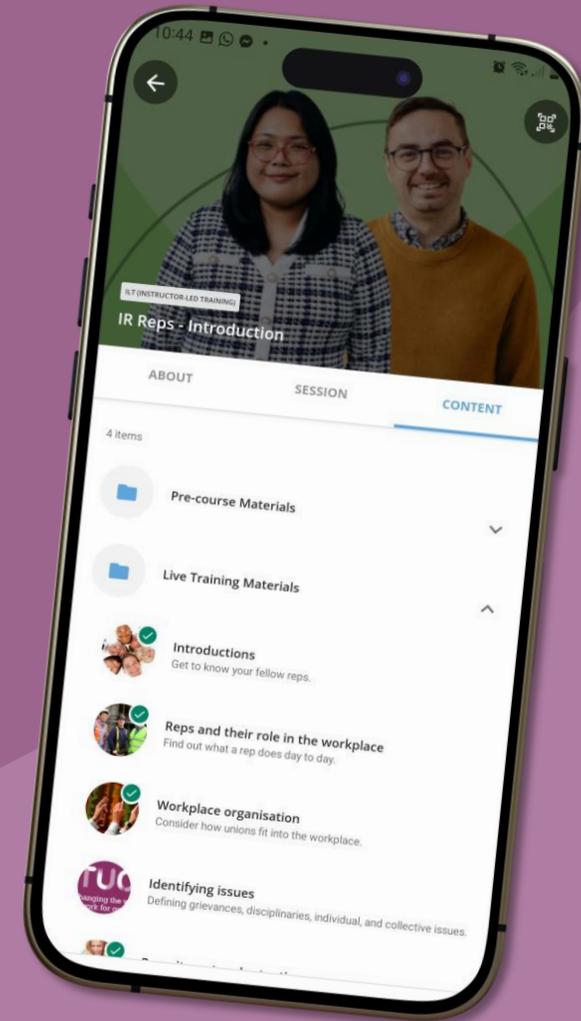
Effective organising = Stronger Voice = Bigger wins for members



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RAD Academy

Our new learning management system



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SoR 105
YEARS
THE SOCIETY OF RADIOGRAPHERS

Centralised learning hub

 **My Homepage**
User Homepage



Welcome, Felix Haigh, to RAD Academy, The Society of Radiographers' learning platform!
FelixH@sor.org

[CHANGE PASSWORD](#) [MY ACTIVITIES](#) [MY PROFILE](#)

Explore the platform

New to RAD Academy? Explore the platform with this 10 minute introduction to the homepage, the course player, and learn the difference between E-Learning and ILT courses.

[START LEARNING!](#)

Training

Test Catalogue

Catalogue for any courses or learning plans that are in the testing stage - made visible to users in the test group...



Recruiting

ENROLLED
EN-GB | 30m 00s

 E-learning



RAD Academy Introduction

ENROLLED
EN-GB | 10m 00s

 E-learning



IR Reps - Introduction

ENROLLED
EN-GB | 14h 00m

 ILT (Instructor-Led Training)

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Pilot course: IR Reps Introduction

The screenshot shows a course interface with a dark sidebar on the left and a main content area on the right. The sidebar, titled 'Syllabus', lists several modules: 'Workplace organisation' (Completed), 'Identifying issues' (TUC logo), 'Recruitment and retention' (Completed), 'Time off and facilities' (Completed), 'Facilities available' (TUC logo), 'HCPC Process | Presentation' (SoR logo, In progress), and 'Seven step approach' (TUC logo). The main content area is titled 'Stakeholder Mapping' and 'IR Reps - Introduction'. It includes navigation buttons for 'Previous lesson' and 'Next lesson'. The main text lists steps: '3. Mapping: visualising relationships to objectives and other stakeholders' and '4. Prioritising: Ranking stakeholder relevance and identifying issues'. Below this is a section titled 'Select the headings to break down each step in more detail.' with four green buttons: 'Identifying', 'Analysing', 'Mapping', and 'Prioritising stakeholders and identifying issues'. A 'Key questions' section follows, with a green button for '1: What is a stakeholder?' and a definition: 'A stakeholder is any organization or person that: Can influence the change or is affected by the change'. Stakeholders can be:

Instructor led training

The screenshot displays a learning management system interface. On the left, a sidebar shows the course structure under 'Syllabus' (3 Sections, 1 session, 34 Lessons, 14hr) and 'Sessions' (Test Session, 11/12/2025 - 12/12/2025, Full online, VILT for Microsoft Teams meeting, 14hr, 2 Events, 1 Instructor). Below this are 'Lessons' sections: 'Pre-course Materials' (5 of 12 completed), 'Live Training Materials' (10 of 15 completed), 'Resources' (1 of 6 completed), and two 'In progress' items: 'ACAS: Time Off' (Slides, ACAS Code of Practice: Time off for trade union duties and activities) and 'Facility time guidance' (Slides).

The main content area is titled 'Test Session' (IR Reps - Introduction) and includes navigation for 'Previous lesson' and 'Next lesson'. It shows 'Session info' for dates 11/12/2025, 9:30 to 12/12/2025, 16:30 (GMT +00:00) Europe/London. A 'Session completion status' box indicates 'Not started' and 'This session is starting in 2 months'. Under 'Next events', two days are listed: 'Day 1' (11/12/2025, 9:30 - 16:30, Online, VILT for Microsoft Teams meeting, 7hr) and 'Day 2' (12/12/2025, 9:30 - 16:30, Online, VILT for Microsoft Teams meeting, 7hr). Each event includes an 'Event description' (e.g., 'Please note the join button for the meeting will become available 30 minutes before the meeting is due to start.') and 'Time and schedule' details (Local time and Duration).



New course: Recruiting

The screenshot shows a course interface with a dark theme. On the left is a 'Syllabus' sidebar with three items, each marked 'Completed': 'Introduction to recruiting' (SCORM), 'Talking about the Union' (LTI), and 'How to recruit fairly' (SCORM). The main content area is titled 'Talking about the Union' and 'Recruiting'. It features a video player with a semi-transparent overlay containing the text: 'Talking about the union', 'A strong union relies on reps to attract new members and get them involved. But that doesn't mean being pushy or giving a sales pitch — it's about listening to people and responding to their concerns.', and 'It's easy when you know how, so select 'Enter' to pick up a few tips that may help you.' Below the text is a purple button labeled 'ENTER >'. Navigation buttons for 'Previous lesson' and 'Next lesson' are visible in the top right.

New course: Recruiting

ation



Before the conversation comes to an end there are a couple of important things you should try to achieve.
Select each image below for more.

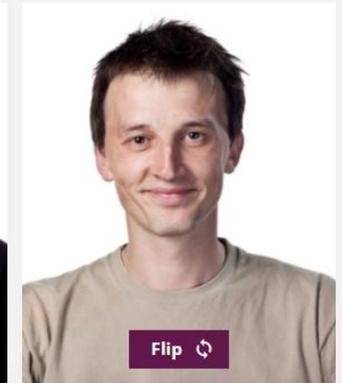


Try asking

Here are some tips for closing the conversation with an 'ask'.
Select each tip below to find out more.

Kicking off a conversation with a colleague about the union is often the most difficult part. You might be hesitant for a number of reasons. Let's take a look at these now.

Flip each person below to learn why they're hesitant.



How

There are two main ways that we can talk about the union to colleagues. We can either start a completely new conversation or we can react to something that's said in an existing conversation. Either way it's good to have an opening line in mind.

Select each word below for some suggested opening lines.

START



REACT



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Q&A Forum

Questions and answers

Ask questions and get answers from experts

 FILTERS Search...  NEWEST TO OLDEST

1 item

Related to : SoR

TU Test User asked • 24/10/2025 10:14
Where do I go to track my learning? ...

Answer

 **Felix Haigh** answered • 24/10/2025 10:19
From the homepage, select *My Activities*, or, from menu on the left, select *User Statistics* to view an overview of your learning. If you want to see a list of courses you've completed, select *Progress Page* from the menu on the left.

 1  0 Answer  Best answer

TU Test User

B i 

Type @ followed by a username to mention a specific user, # followed by an asset name to mention an asset, / followed by a channel name to mention a channel **SEND**

Since your last visit...

 New questions
1

 New best answers
0

Top 10 channels by popularity

1  **SoR**
1 Questions • 1 Answers
Weekly trend: 

Top 10 questions and answers experts by popularity

1  **Felix Haigh**
1 Answers
0 Best answers



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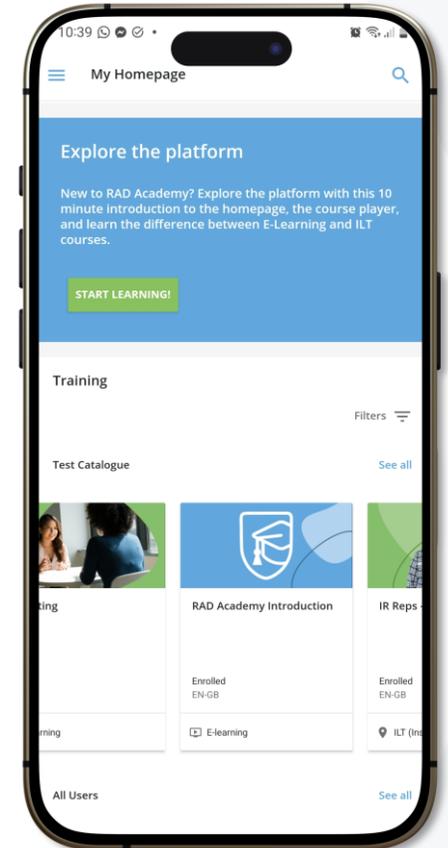
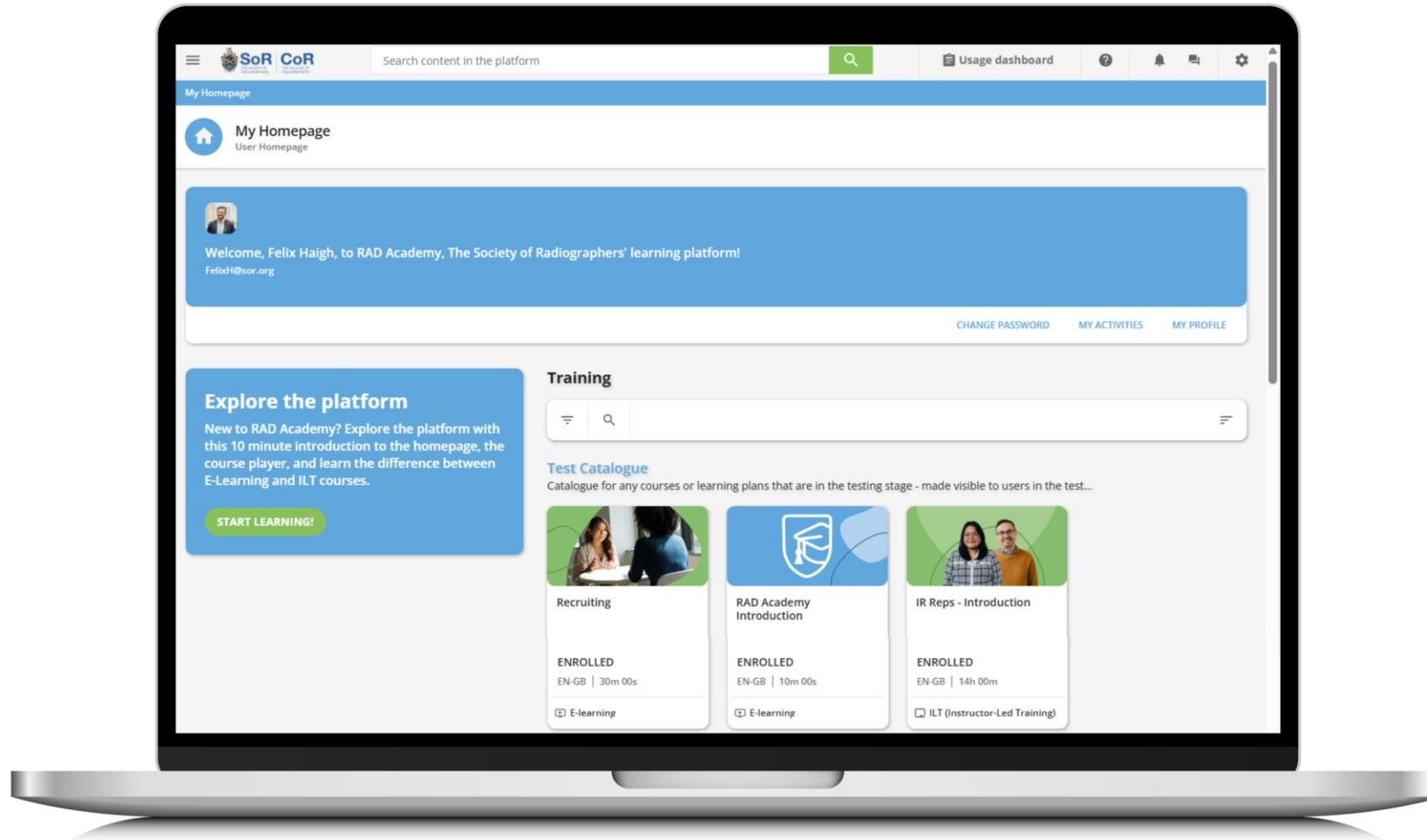


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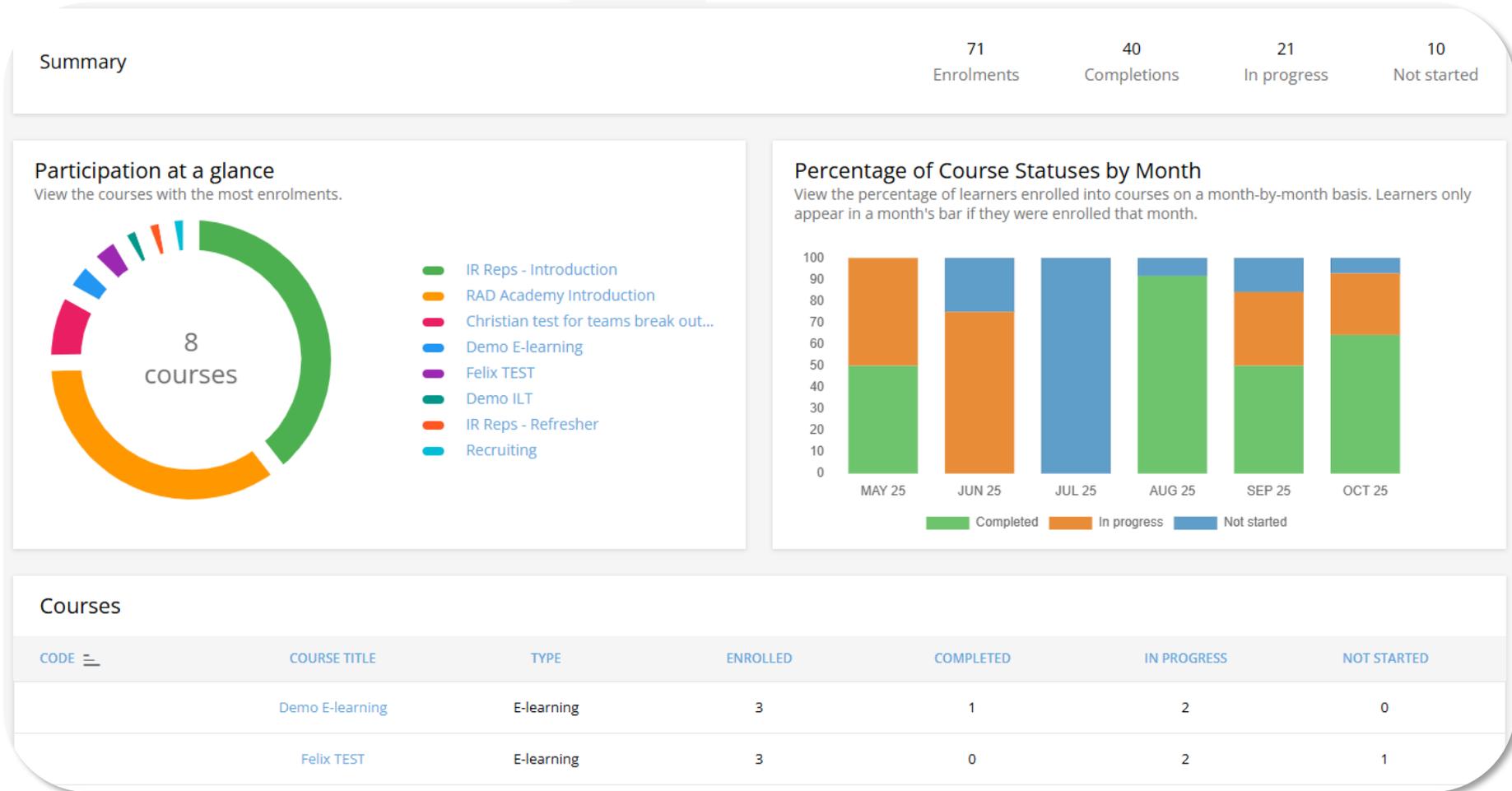
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Desktop and mobile apps



Built-in reporting



Coming in 2026.....

Get ahead campaign- Flexible working Nov 25- March 26



A campaign by the NHS unions

#TalkAboutFlex



Why flex?

Find your flex

Links & resources

Flex talk

About us

Contact

Why is flex so important in the NHS right now?

- The NHS is facing a shortfall in its workforce of between 260,000 – 360,000 in the next 12 years. Right now, there are over 120,000 vacancies – around one in every twelve posts. And with leaver rates at a historic high, things are going in the wrong direction.
- The workforce crisis is creating a vicious cycle of increased stress and burnout for health workers, and negatively impacting patient care.
- A lack of flexibility can drive out staff who would otherwise stay – last year over 30,000 staff left their NHS role due to work-life balance.
- On the flip side, flexible working offers a big opportunity to attract, retain and support staff.
- With around 1 in 3 NHS staff having caring responsibilities, and 28% aged over 50, the potential impact of better flex is huge.



9 October 2025

Achieving high retention and staff satisfaction in NHS imaging



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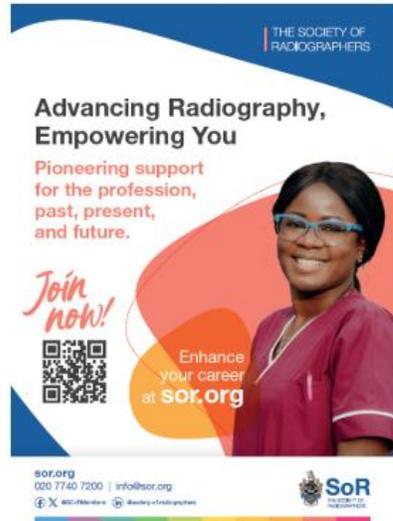
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Coming in 2026.....

Hearts Union Week Feb 2026

Digital posters



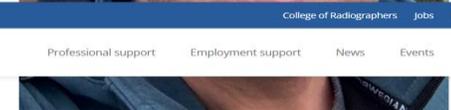
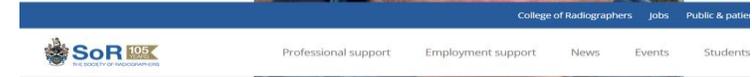
Click to download

Interactive digital membership booklet



Click to download

This can be shared digitally



This Heart Unions Week, the SoR is encouraging members to celebrate the vital work of trade unions and workplace representatives in protecting employment rights, developing learning opportunities and improving workplace safety.

Christopher Rigby is one such industrial relations rep, as well as a diagnostic radiographer at Airedale NHS Foundation Trust in West Yorkshire.



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Coming in 2026....

Equality training for representatives

- Co produced and co-designed
- Focussing on SoR Values and EDI vision
- Modular approach on the Learning management system
- Supporting, educating and empowering our reps





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