

R – P – A

THE RUGBY PLAYERS ASSOCIATION

GENERAL SECRETARY (CEO)

OVERVIEW

The RPA is the representative body and collective voice of professional rugby players in England which was established in 1998 to look after the interests of all professional players, from Academy players to the superstars of the international game. The RPA offers members Player Welfare and Representation services as well as a comprehensive Player Development Programme to help prepare them for life after rugby. The RPA has also acted as the exclusive commercial representative of the England Team since February 2004.

The RPA is a Not for Profit organisation consisting of three separate entities; The Rugby Players Association (Registered Trade Union), RPA Management Ltd (commercial entity whose activities provide financial support to the RPA) and Restart Rugby (Registered Charity).



MISSION

At the RPA we want to be at the heart of an inclusive game that is thriving for all stakeholders, playing a key role in shaping the debate, agenda, and outcomes, both at home and internationally.

Our promise to all of our members is that we will work hard and unconditionally as your trusted confidantes, in a way that is of benefit to you both as individuals, and as a collective, now and in the future.

We will act on behalf of our members for the greater good of all of our members and the long term success of the game.

At the same time we are committed to providing each of our members with the challenge and support that will nurture their talent and ambitions, ensuring it will be fun along the way and where the members will be proud of their achievements.



RPA TODAY

The Rugby Players Association has three main areas of activity:



Personal Development, player welfare and research projects



Association activities – enhancing employment conditions for its members and Team England Rugby LLP



Providing access to the official RPA Charity, Restart Rugby

Direct impacts of the RPA carrying out the above activities are:



Assisting with the overall growth of English Rugby, from grassroots to elite level



Attracting and retaining professional players, as a result of a defined career pathway and welfare support in the event of premature curtailment of playing careers through injury

These activities and outcomes are achieved through the RPA staff and Restart Rugby, the costs for both of which are funded by a combination of member subscriptions, RPA managed commercial fundraising events and securing corporate sponsors - and, most importantly, annual funding from the RFU and PRL towards specific player welfare programmes and projects.



RPA TODAY

RPA Management Ltd is the commercial arm of the RPA, generating essential revenue through the RPA Commercial Programme, consisting of partnerships, sponsorship, events and corporate hospitality. The commercial programme offers potential partners unprecedented access to elite rugby players to help market their brand as well as leveraging their association within the sport. Crucially, our Business Partners investment has a direct impact on our members, and provide essential welfare services and opportunities to them all. In addition, the revenue generated helps grow the future of the game by helping its most valuable assets, and by supporting Restart Rugby.

The Players' Charity. Restart Rugby (previously named The RPA Benevolent Fund) was established in 2002 to provide support and assistance to professional players as a result of injury, illness and hardship. The support provided over many years to both players and their families in their time of need is a constant reminder as to why the charity is so essential for past, present and future players. Demand upon Restart Rugby is expected to increase significantly year on year, with support expected in areas such as injury, illness and hardship. The Players must have a safety net in their time of need and the track record of Restart dictates that we are uniquely placed to provide this assistance.

FINANCIALS

TOTAL TURNOVER
CIRCA

£3M

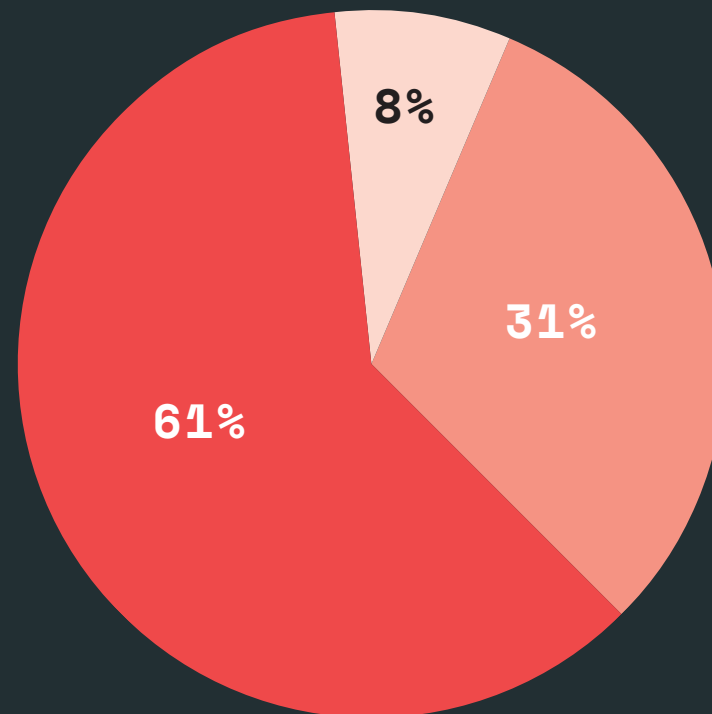
RUGBY PLAYERS
ASSOCIATION
TURNOVER CIRCA

£1.4M

RPA MANAGEMENT
LTD TURNOVER
CIRCA

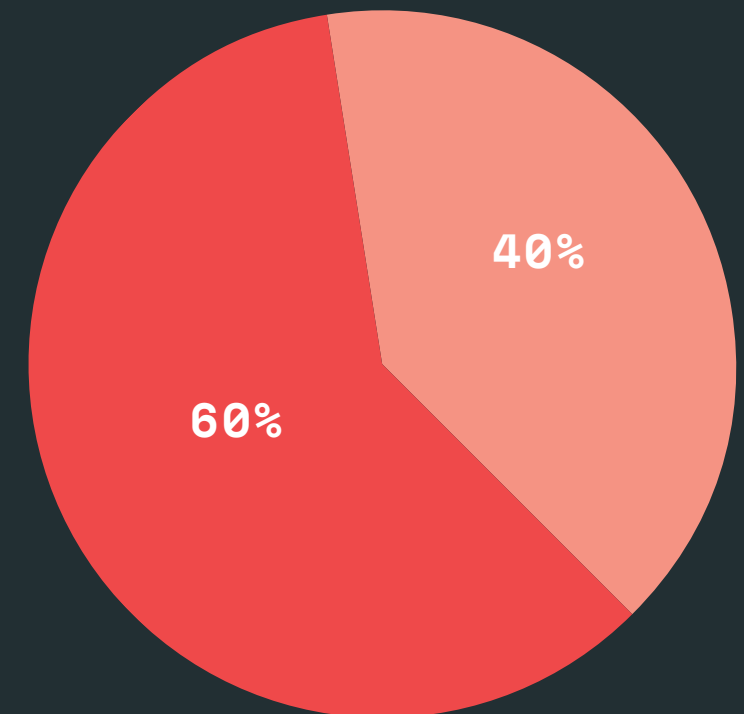
£1.6M

OUR INCOME



- WELFARE INVESTMENT (PRL/RFU)
- COMMERCIAL PROGRAMME
- PLAYER SUBSCRIPTIONS

OUR EXPENDITURE



- PLAYER WELFARE SERVICES & PROGRAMMES
- ASSOCIATION / REPRESENTATION

STRATEGY

We are about to go through a strategic review which will focus on a number of areas;

- Delivering on the needs and aspirations of our player members
- Acting on the needs of our individual members when we need to, and acting on behalf of the collective membership when we should do, all with the ultimate aim of building a game of rugby where all stakeholders are thriving
- Supporting our players to fulfill their potential by nurturing their talents and capabilities
- Preparing our members for their rugby lifecycle before, during and after their careers as professional players



RPA BOARDS

EXECUTIVE BOARD

The RPA Management Board currently consists of eight members and include the following:

THREE NON-
EXECUTIVE
DIRECTORS

RPA PLAYERS
BOARD CHAIR

RPA PLAYERS
BOARD VICE
CHAIR

RPA
GENERAL
SECRETARY

RPA PLAYER
WELFARE
DIRECTOR

RPA COO

The roles and responsibilities of the RPA Management Board are set out in the RPA Constitution, namely within a “Scheme of Delegation”. This scheme is used to achieve full transparency and accountability in respect of the delegation of powers from the RPA Players Board and ensure that the elected player representatives are fully involved in the process.

RPA BOARDS

PLAYERS BOARD

The RPA Players Board has the role and responsibility of 'Safeguarding the Players' Interests'. It is vital that the Board understand the requirements of all players, represents their wishes appropriately and ensures constant communication between each squad and the Board. This includes, but is not limited to, the following areas:

- Ratifying the elections of members of the RPA Management Board
- Proposed RPA player welfare strategy and policy
- RPA Funding Negotiations
- Personal Development Programme (Gain Line)
- Membership Categories
- Overseeing the activities of the RPA Management Board (through RPA Chair and Vice-Chair)

The composition of the Board is made up of one player representative from each Premiership Rugby club and England Women EPS. The Board also consists of the Chair of the RPA Management Board and the RPA General Secretary, resulting in a total of eighteen members. All members of the RPA Management Board are also in attendance at all meetings in a non-voting and observer capacity. The RPA Players Board generally meet three times per year (January, May, October). The RPA AGM currently takes place in February, where the entire membership is invited to attend.

JOB DESCRIPTION

THE ROLE OF THE RPA GENERAL SECRETARY (CEO)

The General Secretary is responsible to the RPA Players Board and RPA Management Board through the RPA Chair and Chair of the Management Board.

The General Secretary will be a full-time employee of the Association (RPA) and will therefore need to resign or negotiate an appropriate period of absence from their current Employment to take on the role of RPA General Secretary.

The RPA General Secretary shall be elected by the Members at least every five years.

The General Secretary will be expected to attend all Board meetings, as well as attending all General Meetings of the Association and relevant external boards, committees and working groups.

This position shall be elected by current members of the RPA. The General Secretary shall be a full-time paid employee of the Association with salary and conditions of service as determined by the RPA Remuneration Committee.

The General Secretary works with the RPA staff and members to ensure that the RPA can achieve the goals set by the RPA Players Board and RPA Management Board, and remains true to its mission, vision, and values.

All current players and retired players (who meet the criteria of being a fully signed up member in the last year of their playing career) are eligible to stand for election for General Secretary.

PERSONAL ATTRIBUTES, KNOWLEDGE, AND SKILLS:

- Knowledge and commitment of the work and aims of the RPA within the professional rugby union landscape.
- Strong communication, negotiation, and interpersonal skills.
- Credibility to influence stakeholders at all levels, including engagement with a range of media.
- Solid organisational and planning skills.
- Ability to exercise a high level of discretion, diplomacy, judgement, and initiative.
- Ability to work to a broad brief, with competing priorities, under-pressure and without supervision.
- Analytical and creative problem-solving skills.
- Ability to actively promote equality and diversity in all aspects of the Association's work.

JOB DESCRIPTION

KEY RESPONSIBILITIES AND TASKS INCLUDE BUT ARE NOT LIMITED TO THE FOLLOWING:

1. The promotion of the role of the Association as an effective trade union
 - 1.1 Lead the RPA representation on the Professional Game Board and other relevant committees and Working Groups and to prepare relevant documentation.
 - 1.2 Ensure that issues relating to the conditions of employment for RPA members are monitored and to take such action as may be determined by the RPA Players Board to negotiate terms and conditions for RPA members.
 - 1.3 Ensure that appropriate investigations and preparation of information relating to conditions of employment and related issues as required by the RPA is undertaken.
 - 1.4 Ensure that RPA Members are briefed on significant issues arising from RPA representation as a trade union on relevant boards, committees and working groups.
2. Oversee and ensure support of individual members and groups of members in issues relating to conditions of employment
 - 2.1 Ensure that matters which should be communicated to members and RPA Player Representatives is brought to the attention of the RPA Players Board and RPA Management Board where appropriate.
 - 2.2 Ensure that the RPA Players Board and RPA Management Board is provided with regular reports in line with the agreed schedule of meetings.
3. The active promotion of the role and work of the RPA through the promotion of the RPA as a trade association.
 - 3.1 Promote the policies of the RPA and the public image of professional rugby players as agreed by the RPA Players Board.
 - 3.2 Respond positively and constructively to specific requests for information about the position of the RPA as appropriate.
 - 3.3 Ensure that Acts of Parliament, governing body decisions, Government briefings and other relevant documentation are monitored and brought to the attention of RPA Players Board and responded to accordingly.
- 3.4 Represent the Association on outside bodies, working groups and committees as requested by the RPA.
- 3.5 To act as a spokesperson for the RPA and ensure that the RPA's views and advice on matters of concern to the profession of professional rugby players are made known when required.
- 3.6 To act as a spokesperson for the RPA within the media as required.
- 3.7 To undertake the duties and responsibilities specified by the constitution of the RPA. To lead the RPA on all player welfare matters and ensure strategic and operational aims and objectives are met, in accordance with objectives agreed by the Players Board. To establish and continuously develop the RPA as a viable and effective trade association. To report to and advise the RPA Players Board and RPA Management Board on the activities and performance of the Association.

RUGBY-PLAYERS-ASSOCIATION

For more information on the role, please email
Judith Batchelar, RPA Management Board Chair
jbatchelar@therpa.co.uk