

SCHOOLS SINGLE STATUS UPDATE



UNISON HERE WHEN YOU NEED US

October 2013

A MESSAGE FROM A SCHOOL WORKER...

Last week I took part in UNISON's largest members' meeting held in Derbyshire. It felt brilliant to be in a room packed with other members who felt as passionately as I did.

As one of the school support staff members who presented a personal testimonial I want to thank everyone who came along and gave me such support.

If you were not there let me tell you what we achieved together...

The leader of the council gave her commitment to three of the four pledges we presented. TOGETHER we ensured that:

- *Non contact hours and prep-time will be included in TA's contracted hours.*
- *That ALL schools will be encouraged by the Council leadership to re-organise wherever possible so that no one will lose any pay*
- *That Derbyshire County Council will introduce the 'Living Wage' in 2014 (£7.45 per hour and subject to review in November) meaning all those currently paid less than this will receive a rise.*

Taking part in the event made me realise that **WE** are UNISON. We were the ones in the room with the power to get the commitment from the council leaders.

So I am not going to stop there! I am going to carry on supporting the branch to ensure that we get the best deal we can and I hope you will too.

Regards

Ann Hartley



UNISON has negotiated the tools necessary for your head teacher to ensure take-home pay is kept at the same levels.

UNISON schools members pack Alfreton Leisure Centre in September

Less Pay - No Way!

Over the last month, our UNISON schools organising team has visited 400 schools and spoken to over 2000 members about the council's single status plans which would – without UNISON and UNISON members intervention – have definitely resulted in huge pay cuts for the vast majority of schoolworkers.

WRITES BRANCH SECRETARY JEANETTE LLOYD

Thanks to UNISON's negotiators and your collective strength, we have been able to get in place all the tools necessary for headteachers in every school in the county to ensure that most schoolworkers can retain the same level of take-home pay.

The hugely successful UNISON event in Alfreton saw hundreds of schoolworkers turn out amidst all their busy schedules, to impress on county council leaders just why they were being unfairly treated. This resulted in 3 firm pledges from the leader of the council which will help you and your UNISON rep to look after your pay in your school.

Our negotiating team have had further discussions with the council team regarding the pledge which was not agreed to on the night. They are still working with the council to reach a point where no TA will require any payment protection and therefore that would resolve the issue set out in the pledge. Further to this I can tell you that the council have committed to a possible extra £2 million towards the cost of implementing single status.

We are circulating details of these pledges to all headteachers.

What happens next?

Only when you have received your letter from the council about the evaluation will you know your individual situation. Then the next round of hard work begins to use the pledges and appeals process to try and ensure that UNISON members do not lose pay.

Don't sign your change of contract immediately unless you are totally satisfied

with it – you can't change your mind later! The 'dismissal' phrase in the letter is necessary as a legal measure but you cannot be sacked for not signing the contract change immediately. You will also have every right to appeal.

UNISON will be there to support members who need our advice and assistance in the difficult months up to March 2014. It is not too late to join UNISON you can do so online today at joinunison.org.uk or speak to your UNISON school organiser/contact.

THE PLEDGES ...

- Any designated non-contact duties worked by a member of school support staff should be included in their contracted hours
- Schools should reorganise to redeploy staff into roles consistent with pre-Single Status pay where they would otherwise lose pay
- Pay the Living Wage