



GMB MEMBERS IN SCHOOLS

NUT and NASUWT Industrial Action

The NUT and NASUWT have announced that they intend to have a programme of strike action as part of their campaign against government proposals on teachers' pay. This action is likely to affect schools across England; their next action will take place in your region on October 1st

GMB ADVICE

GMB respects the rights of other trade unions to take industrial action. GMB members in schools have not been balloted to take part in any form of industrial action and therefore they are advised to continue with their normal duties and responsibilities.

However, GMB members **should not take on any additional responsibilities** that are given to them directly as a result of the teacher's industrial action.

For e.g. School support staff should not be expected to provide cover for or take classes, where teachers who are taking part in the action would normally do this. In particular, Higher Level Teaching Assistants or cover supervisors should only take classes or provide cover where it is timetabled as part of their normal contractual duties. Staff should not be moved from the duties they would normally carry out in order to frustrate the industrial action of colleagues.

GMB members who come under pressure to cover should contact their GMB rep, branch or region for further advice and support.



GMB ADVICE TO MEMBERS REGARDING NUT/NASUWT STRIKE ON 1 OCTOBER 2013

GMB respects the rights of other Trade Unions to take industrial action. GMB members have not been balloted and by law cannot be called upon to take part in industrial action on 1 October 2013. Members should work normally **without undermining those who are on strike**.

What does "work normally" mean?

It means you should work in accordance with your contract of employment and your **usual duties for that day**.

It means you should not take on any additional responsibilities that arise directly as a result of the teachers' industrial action.

What about picket lines?

The Code of Practice on Picketing says, "Everyone has the right to decide for himself whether he will cross a picket line." If you decide not to cross a picket line because you feel at risk you should contact your manager to explain that you are not on strike but you were too intimidated to cross the picket line.

What if the School is closed?

If your school is closed you should notify your employer that you are not on strike and you are available for work as usual, therefore you should be paid.

If anyone is not a member - JOIN GMB online at www.gmb.org.uk/join