



DERBYSHIRE COUNTY COUNCIL

BULLETIN No. 7

June 2014

Dear Colleague

Since our last newsletter we have continued to meet with the Local Authority to discuss issues in respect of the implementation of Single Status and to begin negotiations on the Appeals Process. We are currently discussing with the Authority the process to be followed by those employees who registered their Intention to Appeal after receiving their offer letter. A broad outline of what has been agreed and what is still under discussion is given below.

Single Status – The Appeals Process

The Appeals Process provides the employee with a structured and transparent process to appeal against their job evaluation and defines the grounds for appeal.

The right to Appeal is restricted to the outcome of the evaluation of your role either by the Single Status Job Evaluation Panel or the Slotting and Matching Panel at your school. There is no right of appeal against the new pay and grading structure or the revised terms and conditions of service (The Derbyshire Package), including pay protection and any loss of earnings due to the standardisation of the working week i.e. the move to a 37 hour full time working week and the change to the number of weeks you may be paid for, and the payment of both pay and non-pay related allowances introduced under the Derbyshire Package.

The grounds for Appeal were agreed with the Authority earlier in the Single Status process and these remain unchanged. An Appeal is only valid if it meets one or both of the following criteria:

- ❖ the job has been “Slotted or Matched” to an inappropriate Job Family Role Profile, and/or the job has been matched to an inappropriate Benchmark Post
- ❖ the Hay evaluation of the job does not fully reflect the job actually done, and/or the job has significantly changed since it was evaluated or “slotted and matched” by the Governing Body “Slotting and Matching” Panel

We have so far agreed with the Authority that the Appeals Panel will be comprised of Local Authority officers and Trade Union representatives and either a Governor or Headteacher observer. There are however some issues in respect of the process about which we are not in agreement as they contradict the agreement reached regarding appeals before offer letters were sent to employees, namely that everyone who submitted an Intention to Appeal would be contacted to ascertain if they wished to continue with their appeal **before** the commencement of the formal process and that those who did wish to continue would then be invited to submit their formal appeal.

However, the Authority have indicated that this will not be the case and that an initial sift of Intentions to Appeal will take place and any submission that does not meet the above criteria will be disallowed. Our view is that this should not be happening – as previously stated it contradicts the agreement we reached before offer letters were sent. We have also pointed out

that the submission of the Intention to Appeal was just that – **an intention**, not the appeal. However, given that the Authority have the agreement to this from other unions involved in the process it is likely that the GMB will have this process imposed on their members.

Other Issues

2014 Pay Award

The GMB have had preliminary negotiations with the Local Authority Employer about the 2014 pay award – further information will be coming to you about this process

As we have previously told you the Pay Award offered for 2014 was 1% - this despite the fact we were asking for an increase of £1 per hour. In the ballot earlier this year we asked you if you wanted to accept the offer – of those people who voted the overwhelming majority said they did not wish to accept the pay offer. We are now in the process of balloting members to ascertain if they now want to engage in industrial action in support of the pay award we have asked for – you should receive your ballot paper in the next few days.

Here are 10 reasons why the GMB believe we deserve a better than 1%

1. we are lowest paid workers in the public sector
2. we've barely had a pay award in years – there was a 3 year freeze and only 1% in 2013
3. we're struggling with the rising cost of gas, electricity, and other essentials
4. Retail Price Index (RPI) is running at 2.5% – RPI is the most important measure of inflation for pay settlements
5. we cannot continue to do more for less – 440,000 job losses have left us with more and more work to do
6. set against inflation, and taking increased pension contributions into account, local Government workers have seen their pay cut in real terms by 18% since 2010
7. more than half a million people in local Government and schools earn less than the Living Wage of £7.65 per hour
8. if local Government pay had kept pace with inflation it would around £2,000 a year more by now
9. the employers can afford to give us a decent pay rise – Local Authorities have increased their reserves by 20% since 2010, money that could be invested in the workforce
10. it's time Local Authorities, schools and other employers showed their workforce some respect

UNIONLINE

We are very pleased to tell you that GMB members now own their own legal firm, **UNIONLINE**. **UNIONLINE** is owned and run by the GMB for the benefit of GMB members.

You can contact them on **0300 333 0303** – **this is the only number you will need to access every legal service you may need, when you need it.** You never know when you will need legal expertise.

UNIONLINE has been designed to protect GMB's legal services for the long term. We believe that we have the best people in the trade union movement to help deliver the best service, advice and so much more to GMB members.

UNIONLINE
YOUR TRADE UNION LAW FIRM

**Every legal service you need,
when you need it most.**

What happens now?

We will continue to negotiate with the Local Authority. We believe that the only way to influence the outcome of all issues is to continue a dialogue with the Authority so we can achieve the best outcome for our members.

GMB – Experts in the World of Work

Listed below are just some of the benefits associated with being a member of the GMB. Tell your colleagues about them – they can use the application form overleaf to join. All our school support staff members now pay our part time contribution rate of £6.94.

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining the GMB now – remember, only GMB members get GMB help.

Benefits & Services

- WORKPLACE REPRESENTATION
- LEGAL ASSISTANCE
- EXTENDED LEGAL SERVICES
- FREE WILL SERVICE
- WEEKLY ACCIDENT BENEFIT
- CONVALESCENT FACILITIES
- HOLIDAY CLUB DISCOUNTS
- TRAVEL INSURANCE
- PENSIONS ADVICE
- SAVINGS & INVESTMENTS
- MORTGAGES
- LIFE ASSURANCE
- HOME & CONTENTS INSURANCE
- FUNERAL BENEFIT

Contact Details

Full Time Officer

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Branch Secretary/County Secretary

Ailsa Cooling

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Do we have your correct contact details?

If your details have changed recently please provide us with your new information on the pro-forma below.

Name:

Membership Number:

Address:

Telephone Number:

Mobile Number:

E-mail Address:

Please return to: GMB, 34 Glumangate, Chesterfield, Derbyshire, S40 1TX