



DERBYSHIRE COUNTY COUNCIL

BULLETIN No. 5

November 2013

Update on Single Status and Job Evaluation – Harmonisation of Terms and Conditions Of Service

Dear Colleague

Since our last newsletter in October we have moved into the next stage of the Single Status process. We have prepared some answers to those questions we have been asked most often and these are now on our regional website and can be found at:

www.gmbyorkshire.org.uk/gmb-at-work/derbyshire-schools

The workshops for employees have been completed and a document of 'Frequently Asked Questions' from the workshops has been prepared by the Local Authority and placed on the Derbyshire Schools Extranet.

Offer Letters

The Local Authority have now written an offer letter to all employees affected by the implementation of Single Status in schools giving details of the post they have been offered in the new pay and grading structure. The letter gives details of the following:

- the job you will have in the new structure
- your pay and grade together with details of the pay you have been assimilated to in the new structure
- the benchmark job you have been matched against
- a copy of the Derbyshire Package For Schools
- details of the standardization of the working week
- annual Leave and Bank Holidays
- allowances, including lettings
- details about Protection of Basic Pay
- appeals

Pay Modeling

We have received high level information by job family from the Local Authority about the overall impact on pay. Initial information suggests that the majority of employees will not have an adverse impact on their pay as a result of single status. We do not have this information by position code (i.e. by person) although we have asked for it and been

assured by the Authority that we will be given this information. We will not be able to identify individuals from this information however it will give us a very clear picture of the overall impact on pay and therefore the impact on our members.

Appeals

There will be an appeals process. The specifics of the process have yet to be agreed between the Local Authority and the Trade Unions. Details will be published as soon as we have an agreed process in place.

The Local Authority has indicated that the grounds for appeal will be as follows:

- post holder believes they have been slotted and matched to an inappropriate benchmark job
- the evaluation does not fully reflect the requirements of the job

If you wish to appeal against your grading you will have until the **31st December 2013** to register your intention to do so. You will need to complete an appeal registration form which can be obtained from the Shared Services Centre or your Head-teacher/line manager.

When the appeals process has been agreed, the Local Authority will write to all employees who have registered their intention to appeal providing details of the procedure to be followed, what information they will need to provide and the date by which the formal appeal will need to be submitted.

Single Status Ballot

The local Authority is seeking to reach a collective agreement with the signatory unions and as such ballot papers have been sent to all affected GMB members home addresses. GMB are asking members to vote on the implementation of Single Status. If a majority vote in favour of accepting the new terms and conditions we will collectively accept them on your behalf.

Please return your ballot paper in the pre-paid envelope by **Friday 29th November 2013**.

What happens now?

We will continue to meet with the Local Authority to finalise issues in respect of Single Status. 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.

We will be visiting schools in your area week beginning 18th November to consult with members. If we are not coming to your school and you would like a visit at any time please contact the Chesterfield office on 01246 234383 and we will arrange to come to your school.

Contact Details

Sue Boyd
☎ 01246 234383
Email: Sue.Boyd@gmb.org.uk

Ailsa Cooling
☎ 07947 217827
Email: gmbsinglestatus@gmail.com