

Update on Single Status in Schools and Job Evaluation – Harmonising of Terms and Conditions of Service

**Dear Colleague**

Since our last newsletter in December we have continued to negotiate with Derbyshire County Council (along with other trade unions) on behalf of our members at regular meetings to discuss terms and conditions of service, known as the Derbyshire Package and Job Evaluation.

**The Derbyshire Package**

We have agreed a draft Derbyshire Package which we are currently reviewing although there remain some fundamental difference between ourselves and the Authority, namely pay protection and specifically the length of time pay protection is to be given to employees and the specifics of what that protection will cover. The position of the Authority remains the same in respect of pay protection; it will be for two years and will only cover changes to basic pay.

Within the Derbyshire Package as a whole we have amended the terms and conditions to more accurately reflect the specifics of working in a school. However we are still of the view that many of the terms and conditions being offered will not be available to school employees as under the Local Management of Schools, i.e. the devolved management of schools to Headteacher's and Governors they can be vetoed if they are deemed incompatible with the smooth running of the school.

**Job Evaluation**

The process of evaluating jobs began on 13<sup>th</sup> February and the GMB is working with other unions and the Authority to evaluate the broad spectrum of job description questionnaires received from school employees. The response has been good with those who have completed JDQs giving us plenty of information on which to evaluate the post and we thank all of you who have taken the time to complete a JDQ to help us with this process. Job evaluation will continue throughout March.

**What next?**

- Job evaluation will continue including TA roles, using the new TA Framework
- An appeals process will be agreed
- A process for Heads and Governors to slot and match posts into the new structure will be agreed with this process expected to take place in the Summer term

We will continue to negotiate with the Authority no matter how difficult the negotiations may become. We firmly believe that the only way to influence the outcome of the Single Status negotiations and achieve the best outcome for our members is to remain fully engaged with the process.

If you would like a visit to your school please contact the Chesterfield Office to arrange a visit.

And don't forget, if you know of any colleagues who are not GMB members they can join us for only £1.55 per week – they can use the application form on the back of this newsletter to join.

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