

DERBYSHIRE COUNTY COUNCIL

BULLETIN No. 4

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

October 2013

Dear Colleague

Since our last newsletter in July we have received a formal offer from the Local Authority in respect of the terms and conditions of employment for school support staff under the implementation of Single Status. We are considering this offer and finalising outstanding issues before we ballot all GMB members on this – remember only union members will be eligible to vote.

Governors have completed the slotting and matching of roles into the new structure and we are waiting for information from the Authority about the actual impact on salaries from this exercise. We expect to receive this information shortly and we will consider this along with the rest of the offer package and make a decision as to whether we can recommend the Authorities offer to our members.

The majority of schools within the Authority have chosen to engage with the Single Status process with approximately 15 academies choosing not to participate in the process.

Job Evaluation

There are a number of roles that Governors were unable to slot and match into the new pay and grading structure. These have been referred back to the Local Authority for evaluation. These roles will be evaluated by panels made up of Local Authority officers and the trade unions.

Employee Workshops

Workshops for employees will be continuing throughout October at a number of venues throughout the County. This is your opportunity to receive information from the Authority and ask questions about the single status process. We hope that many of you have been able to attend these workshops.

Offer Letters to Employees

The Local Authority plan to send offer letters to the all employees on 1st November. This letter will give details of the post you are being offered in the new structure and will detail the pay and grade you will receive post implementation together with any pay protection terms that apply. You will be asked to return an acceptance letter by **Monday 25th November** if you agree to the terms and conditions being offered, including pay.

If you do not return your acceptance letter you will receive a second dismiss and re-engage letter by **Monday 2nd December**. **This letter gives you 90 days notice of dismissal**. You must return the acceptance letter by **Friday 10th January 2014** – this is the last date you will be able to accept the Local Authorities offer. If you do not return your acceptance letter by this date your notice

period will continue until 28th February when you will cease to be an employee of the Local Authority.

Appeals

There will be an appeal's process as part of the implementation of single status. The grounds for appeal and the appeals process have yet to be agreed between the Authority and the trade unions and the Authority will write to employees outlining the process. The appeals process will start on 1st March 2014 and will be completed by 29th February 2016.

All employees will have the right to appeal their position in the new structure.

What happens now?

Once we have reviewed all information in respect of the offer from the Authority GMB will ballot members to ask them if they wish to accept or decline the offer. The other trade unions involved in this process will follow their own procedures to seek the approval or otherwise of their members.

Only those school support staff that are members of a trade union will be eligible to vote in a ballot on accepting or declining the offer made by the Authority so it is important that anyone not in the GMB is encouraged to join. If you know colleagues who are not in the GMB please pass the joining form on the back of this newsletter to them and encourage them to consider joining.

We will continue to negotiate with the Local Authority. We believe that the only way to influence the outcome of all issues in respect of Single Status 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.

Other Issues

Axing Teaching Assistants

As you may have heard the Government has been engaged in discussions regarding the future of teaching assistant roles in schools. Michael Gove, Secretary of State for Education has discussed within his department and with the Treasury proposals for axing 232,000 teaching assistants posts. The GMB believe that these proposals are wholly unacceptable. In response to the Department for Education proposals we are organising a petition to present to the Government that we believe will demonstrate to them the anger these proposals have generated. We will be sending a blank petition to your school shortly and it would be very helpful if you could encourage colleagues to sign this. The more signatures we have the stronger the message. In addition we will be collecting signatures outside a number of schools and we will confirm which schools these will be in due course.

Contact Details

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Do we have your correct contact details?

As we approach the final stages of the Single Status negotiations it is important that we have your correct contact details to ensure that you receive information in respect of the process and particularly your ballot papers.

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

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.

Benefits & Services

- WORKPLACE REPRESENTATION
- LEGAL ASSISTANCE/CONTRACTS
- 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