

GMB

YOUR UNION IN
SCHOOLS

SCHOOL WORKFORCE NEWS

Issue 18 Yorkshire & North Derbyshire Region

October 2012

...nursery nurses, classroom assistants, secretaries, bursars, school meals staff, TAs, learning support practitioners, sitekeepers, learning mentors, cover supervisors, administrators, cleaners, librarians, midday supervisors, personal care assistants, technicians, HLTAs, School Business Managers.....**GMB, your union in schools**

Capability and school support staff

THE DEPARTMENT for Education is encouraging schools in England to introduce shorter capability procedures. It has published a new model appraisal and capability policy for teachers which it says "schools might wish to adapt for use with all staff".

This was clearly an afterthought by the Department, because the policy hasn't been designed with support staff in mind.

The DfE's model policy misses out the informal stage which usually comes before a formal capability process. It also cuts down the monitoring and review period following a first warning to as little as four weeks.

The model policy is merely optional for schools, so they don't have to adopt it. Employers would have to engage with GMB to amend any collective agreement that we have in place.

All workplace disciplinary and grievance procedures should comply with the ACAS Code of Practice and should also meet any extra requirements negotiated with GMB.

GMB aims to negotiate protections for school support staff which build and improve on the basic statutory entitlements. We think any decent capability policy should be about supporting employees to fulfil the requirements of the job, giving them a proper amount of time to do so, and exhausting all alternatives to dismissal.

GMB has represented thousands of support staff members in capability hearings and other disciplinary situations.

GMB members can access more information about disciplinaries and a range of other workplace issues at www.gmb.org.uk/work_issues.aspx. You will need to log in using your GMB membership number. If you don't yet have the protection of GMB membership, why not join today: www.gmb.org.uk/join.

REVIEW OF EARLY YEARS QUALIFICATIONS IS PUBLISHED

AN INDEPENDENT REVIEW has recommended that more Early Years staff should be qualified to at least level 3. The review was commissioned by the Department for Education and led by Professor Cathy Nutbrown.

Prof Nutbrown also said that the content of level 3 qualifications should be strengthened, to include more child development and play, more on SEN and disability, and more on inclusivity and diversity.

In response, GMB National Officer Sharon Holder said it was "important to give Early Years staff the opportunity and support needed to reach level 3 and above. The point is that the government is going to have to invest more money in the Early Years sector to make this possible."

The government has yet to respond to Prof Nutbrown's findings.

Do you have a question for Shadow Education Secretary Stephen Twigg? Labour's new education spokesman is due to attend the next meeting of GMB's National Schools Committee.

Email your question to sharon.holder@gmb.org.uk.

The subject of the email should be "Question for Stephen Twigg". Please include your name and GMB membership number.

Next month ... the latest nationwide GMB Survey of Medical Care in Schools

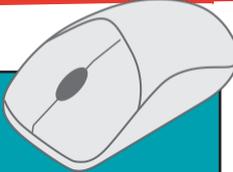
Join GMB online at www.gmb.org.uk/join. If you are a GMB member and would like to become a rep, let us know: email Bill Chard, Lead Schools Officer at bill.chard@gmb.org.uk.

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How do I join?



Just fill in the form below and hand it in to your local GMB workplace organiser, or post it to GMB Yorkshire and North Derbyshire region, FREEPOST NEA524, Grove Hall, 60 College Grove Road, Wakefield WF1 3SY (you do not need a stamp).

JOIN GMB AT 

www.gmbyorkshire.org.uk
Or if you have any questions call **0845 337 7777**

Remember - GMB membership covers you for all of your jobs, wherever you work. GMB contributions are £2.70 if you work 21 hours or more per week, £1.55 if you work between 10-20 hours per week and just 85p if you work less than 10 hours per week. *85p rate excludes cash benefits

FOR UNION USE ONLY Section Branch No Membership No Date of joining

GMB Yorkshire and North Derbyshire region membership application form

1 TELL US ABOUT YOU

Surname First name Title Mrs/Miss/Ms/Mr Date of birth

Home address Home Tel Email

Postcode Mobile I agree to abide by GMB rules Signature

Date We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members
Bangladeshi / Black African / Black Caribbean / Black British / Chinese / Indian / Pakistani / White / Other

2 TELL US ABOUT YOUR JOB

Employer Your job

Address where you work Postcode

How many hours a week do you work? Pay No

Work Tel Pay Date

3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

- I authorise my employer to deduct from my pay each week/month the sum of £ or other amounts as may be fixed by the GMB from time to time.
- Please start the deductions immediately and pay the amounts to the GMB. Cash
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify the GMB of any future change of address.

Signed Date

4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY DIRECT DEBITS



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Name and full postal address of your Bank or Building Society branch

To the Manager of Bank/Building Society

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Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

Service User Number

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Instructions to your Bank or Building Society.
Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks or Building Societies may not accept instructions for some types of account