



# School workforce news

...nursery nurses, secretaries, bursars, learning support practitioners, sitekeepers, school meals staff, teaching assistants, learning mentors, administrators, midday supervisors, librarians, cleaners, personal care assistants, technicians ...

**GMB your union in school**

## **Issue 27, July 2009:**

This is the twenty-seventh in a series of bulletins for GMB reps and members working in schools. Our bulletins will keep you up-to-date on national policy developments and other news affecting the school workforce.

## **HISTORIC SCHOOL SUPPORT STAFF BODY HOLDS FIRST MEETING**

The first meeting of the new School Support Staff Negotiating Body (SSSNB) was held on 7 July.

The SSSNB is established by government to design and introduce a national pay and conditions framework to apply with statutory force to all maintained schools in England. It covers over 22,000 schools and 338,000 full-time equivalent support staff with an annual pay bill of over £6.5 billion.

The SSSNB is made up of three trade unions (GMB, Unison, Unite); four employer groups (local government, foundation schools and

two church groups); two government agencies (the Department for Children, Schools and Families and the Training and Development Agency); with an independent Chair and separate independent secretariat provided by the Office of Manpower Economics.

The GMB is represented by Karen Leonard, from Worcestershire and Chair of the GMB National Schools Committee; Alyson Bryan from Sunderland; Barbara Plant from Lewisham; and Brian Strutton, National Secretary. Brian is Joint Secretary of the SSSNB.

At this first meeting the SSSNB agreed to get to work on a new national contract of employment for support staff and to design a new job evaluation based national pay structure. To do this it established an Executive Group to co-ordinate matters and two working parties (one on the contract and one on the JE/pay structure). For GMB, Brian Strutton is on the Executive and both working groups along with Karen, Alyson and Barbara (one on each). The SSSNB also approved its constitution and procedural arrangements. There will be a formal record of the meeting which we will publish when it is available.

It has taken years of campaigning by GMB and others to get a national body for support staff established. It has actually happened. We now have the opportunity to create new conditions for school support staff that are consistent, transparent and fair. So let's not rest on our laurels; the SSSNB is a great achievement but the real work starts now.

It's both the greatest opportunity and the greatest challenge we've ever had. We urge all school support staff to join GMB and play their part.

## **SSSNB BASICS**

### **What are the SSSNB's functions?**

- To consider and try to reach agreements about matters within its remit.
- To submit any agreements to the Secretary of State for him/her to apply to all schools covered.

### **What is the SSSNB's remit?**

- The remuneration of school support staff.
- Conditions of Employment relating to the duties or working time of school support staff.

### **Who is covered by the SSSNB?**

- "School Support Staff" - that is persons employed by a local education authority in England or the governing body of a school maintained by a LEA in England, under a contract of employment to work wholly at a school or schools maintained by a LEA in England, excluding teachers and anyone under the JNC for Youth & Community workers or the Soulbury Committee or the Craft JNC.
- Maintained schools are community, voluntary aided, voluntary controlled, Foundation and Trust.

## **SSSNB FACTS AND FIGURES**

- There are around 22,300 maintained schools in England covered by the SSSNB.
- 7.5 million pupils are educated at these schools.
- The average nursery/primary school has around 235 pupils; 12 qualified teachers and 11 support staff.
- The average secondary school has around 975 pupils; 65 qualified teachers and 36 support staff.
- There are about 338,000 full-time equivalent support staff posts, perhaps 450,000 individuals.
- Over 50% of support staff are involved in delivering learning in the classroom; nearly 20% in site, facilities and services; 17% in administration; 9% in specialist and technical support; 3% in pastoral and functional support.
- The total pay bill for support staff covered by the SSSNB is £6.65 billion.

## **GMB AND YOU**

Through our democratic structures and active communications GMB will keep you informed of progress in SSSNB negotiations as well as giving you the opportunity to have our say.

The SSSNB will design new pay and conditions that will affect everyone in every school.

The GMB's National Schools Committee and your Regional committees and our activists and Officers will be doing everything they can; but we need you, our members in schools, to play your part. Talk to your colleagues about the SSSNB; help us make sure they are all in the GMB; get active and involved. We want to hear from you!

## **REMINDER**

"Rarely cover" for teachers starts in September. How is this being implemented in your school? Is it being done fairly? Are you being consulted? Tell your GMB rep or Officer or us: email [tom.hazeldine@gmb.org.uk](mailto:tom.hazeldine@gmb.org.uk).

# JOIN US NOW

- 1** Start by filling in details about yourself.  
PLEASE USE BLOCK CAPITALS.
- 2** Then fill in details about your job
- 3** Then choose how to pay: EITHER by deductions from your pay
- 4** OR by Direct Debit from your bank or building society
- 5** Hand the form to your GMB representative, or post it – you don't need a stamp – to GMB, FREEPOST, GMB Yorkshire & North Derbyshire Region, Grove Hall, 60 College Grove Road, Wakefield WF1 3RN

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

## GMB YORKSHIRE & 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



Please fill in the form and send to **GMB Yorkshire & North Derbyshire Region**, Grove Hall, 60 College Grove Road, Wakefield WF1 3RN

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

To the Manager of  Bank/Building Society

Address

Postcode

Name(s) of account holder(s)

Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

Originator's Identification Number

9 7 4 3 3 0

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