



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 30, April 2010:

This is the thirtieth 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.

New GMB policy on medicines in schools

At the request of members, GMB is revising its policy on administering medicines in mainstream schools.

More and more GMB members say they feel pressured to volunteer to carry out often complex medical procedures.

Unless we see change in the system, **GMB will recommend that:**

- no more staff should volunteer to administer medicines
- staff who are already volunteering should give the school notice that they will not do so

GMB's National Schools Committee has endorsed a four-point agenda to reform the way that medicines are managed in schools (see next page). Unless this agenda is adopted, GMB will implement the recommendations above.

GMB National Secretary for Public Services Brian Strutton said: "Around 750,000 children require regular medical treatment at school and this is increasingly falling to school secretaries and classroom assistants to do on a voluntary basis.

"In many cases, staff are getting little or no supervision or training.

"Up to now, GMB has stressed that you should only agree to administer medicines if you are given full training and support and your school has appropriate policies and guidelines.

"But it's become apparent that the current makeshift system is not fit for purpose.

"Demand for medical care in schools is increasing, without the necessary staff training and support keeping pace.

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“GMB wants a full public review of how medicines are managed.

“We think medical care in schools should be regulated like SEN, and that community healthcare professionals ought to take a lead role.

“Unless we make progress with our medicines agenda, we will recommend that support staff stop volunteering to administer medicines.”

GMB reps and organisers can offer support and advice to members who are being pressured to change their duties or take on inappropriate roles.

GMB will be surveying members to scope out the scale of the problem. Look out for the next edition of *GMB@School* for more information.

The GMB medicines agenda

1) *A fully regulated system of medical provision in schools, equivalent to SEN*

And within that regulated system,

2) *A lead role for healthcare professionals, including responsibility for proper training, accreditation and supervision*

3) *Clear and reasonable limits on the basic medical duties that support staff may undertake*

4) *Guarantees of legal protection (i.e. indemnity) for support staff*

Unions call for talks on local government pay

GMB and fellow unions have called on local government employers to engage in meaningful dialogue about pay for 2010 in England, Wales and N. Ireland.

The employers announced in January that they don't intend to make any pay offer whatsoever, and don't even want to talk about it. This affects all school support staff employed on local government Green Book terms and conditions.

The employer announcement came entirely out of the blue as there has been no discussion since the joint trade unions submitted a claim for 2.5% or £500, whichever was the greater, last October.

GMB has condemned the employers for their high-handed approach. Councils received a 4% rise in central government funding this year, and they should use some of the money to recognise that the cost of living is on the rise again.

GMB and the other unions are taking forward a political and publicity campaign leading up to the local elections in May. Why not get involved!

School Support Staff Negotiating Body (SSSNB) latest

The SSSNB gained legal status in late 2009 following the successful passage through Parliament of the necessary legislation. The body was previously running in shadow form, but now it's official.

The body was due to submit its proposals for a new national pay and conditions framework and national core contract of employment by 28 May.

That deadline always looked unrealistic, and the SSSNB has now accepted that nothing could be implemented before 2011. GMB members will get to vote on any proposal.

GMB is represented on the negotiating body by three lay members of our National Schools Committee, together with Brian Strutton who is SSSNB Joint Secretary.

Job evaluation

Consultants were commissioned to produce a bespoke job evaluation scheme needed to support the implementation of any new national pay framework.

The consultants have now drafted around 100 role profiles.

These are the benchmarks against which jobs would need to be assessed so that people could be slotted into a new framework.

The profiles are intended to cover the whole range of school support staff

roles, from classroom and office roles to technical and facilities roles. An SSSNB working group has been examining each and every draft role profile.

We do not have a pay structure yet, but the consultants have got as far as testing the relative rank order of the draft role profiles against real jobs in real schools.

After this testing there will no doubt be more changes necessary. It is worth stating that any new national pay framework would be applied on a no-detriment basis.

Core contract

The other SSSNB working group has made enough progress with a national core contract/handbook of employment to circulate a draft version for discussion and feedback.

GMB's National School Committee has conducted a line-by-line analysis of the draft, for GMB representatives to take back to the SSSNB.

There is still no consensus between unions and employers on the thorny issue of defining the working year.

New guide

Did you know that a new GMB guide to the SSSNB is now available to school support staff members from your GMB Region.

If you are not already a GMB member, join today. There is a membership form on the back page.

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

Contributions
 Grade 1 - £2.55 weekly
 Grade 2 - 1.43 weekly
 (Term Time)
 Grade 3 - 80p weekly
 (under 10 Hours)

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

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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

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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.

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 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.

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