



UNISON North West negotiating for you

UNISON speaking up for school staff

Schools News **Summer 2010**

This edition of the North West Newsletter for School Staff gives you an update on the SSSNB.

Whilst a new government will be in place UNISON continues to negotiate a new nationalised framework of pay and conditions for school staff in England.

The North West Region had set up working groups covering all ranges of staff in schools to assist in developing/redefining on over 100 role profiles. Following this work our National Negotiators have developed the profiles with a new Job Evaluation Scheme will go for a full testing in 750 schools through 10 local authorities across all English regions in the summer term.

Further developments on SSSNB talks have been taking place:

Core Contract – has been developed and are about to produce a draft set of terms and conditions handbook which will set out key contract provisions.

Working Time – this remains a challenge, but UNISON is clear we want to ensure fairness and transparency in determining the working year and working week for all school staff.



UNISON North West schools secondees Linda McMullin, Sue Ives and Sarah Smith address the National Schools Support Staff Seminar (see inside for more)

Please
read me
then pass
me on!

Next Steps

Once there are details in the draft handbook and core contract the North West Region Schools Committee will be asked to comment on the developments.

Once we have the basis of a sound agreement, only then will we be seeking to ballot our members. We want to get the whole process right and to do this we want to ensure we have a proposal on which we can consult. Therefore a ballot of members will not take place until early 2011 with implementation in Autumn 2011.

But importantly the key message remains the same:

- if school staff want a voice in determining their future pay and conditions they need to be in a trade union which is only for support staff
- we have 8 out of the 15 trade union places on the SSSNB – which gives UNISON a clear majority
- it is our members who will decide the outcome of the talks
- strong union membership and organisation in every school will be the key to getting a good national agreement and annually to making sure it is adopted in all schools
- strong communication is essential – do we have a contact in your schools? If not contact kbrads@unison.co.uk.

To join or get involved



call 0845 355 0845

UNISON
North West Region

Please sir: Can you tell me more?



If you want to know more about SSSNB and how it will affect support staff then come along to one of our briefings/courses, both of which are informal and will give you a chance of meeting support staff from other schools. So far we've held about ten courses with feedback being extremely positive. More courses are planned, so let us know if you want to attend and we will make the necessary arrangements.

The briefings/courses available are:

2 hour introductory briefing to explain the up to date position in relation to SSSNB.

This briefing will give you a general overview of SSSNB including the latest developments.

2 day "Introduction to the national framework for school support staff course."

This course covers the following areas:

- Introductions
- UNISON's role in Schools
- Job Evaluation
- JE - Jargon busting
- Roles and Job Descriptions
- The working week and the working year
- The new national framework and implications for schools reps and branches
- Organising and negotiating around the new Framework
- Recruiting around the Framework
- Next steps



Which one?

If you've recently attended the two hour briefing, or you would like to learn how SSSNB will be implemented within your school, then the **two day course** is for you, as it provides an insight into how the SSSNB Job evaluation scheme works.

Latest Developments

Both the briefing and the course will include a session on the latest developments including the timing of the ballot of members, the working week/year and how support staff will be assimilated into the new job profiles which are currently being developed.

And of course we will also look at how all the above translates into actual pay.

So please make every effort to attend either of the above courses or briefing, so we can provide you with an update. And if you're not able to attend have a chat with other members at your school, to see if they are interested in coming along.

Please note that Workplace Contacts aren't automatically allowed time off to attend union meetings in works time.

We will of course request time off on your behalf, but to overcome any problems you may wish to consider converting to a UNISON Workplace Representative, as this would legally entitle you to paid release for courses/briefings such as the above.

The role of a Workplace Representative is similar to a Workplace Contact and you would not be expected to undertake anything more responsible than you do at present without additional training and support from UNISON.

If you want to know more please contact your local branch or UNISON Direct on: 0845 355 0845

For News on ALL UNISON School Campaigns: www.unison.org.uk/education

A day in the life of a schools seconded

Before Sarah Smith began her secondment with Sefton UNISON in September last year she had worked as a Teaching Assistant for 7 years at Deyes High School in Maghull. Her experience as a schools support staff worker has proved invaluable in organising meetings and meeting other schools support staff face to face as part of her seconded role.

“My role with UNISON has been to visit all schools within Sefton –approximately 125 in total – with the aim of talking to as many UNISON members and non members about the School Support Staff Negotiating Body (SSSNB) as possible.”

In her efforts to organise existing members and recruit non-members into the union Sarah has often had to work hours that she wouldn't ordinarily do but has had great support from her family who understand the importance of the role.

“I have tried to conduct two meetings each day, firstly by making contact with the Head Teacher of each school so that I can arrange a mutually convenient time for me to conduct a meeting. This has often meant that I have had to talk to Support Staff after school has finished as they haven't been able to be released from their core duties during the school day, but luckily I have a great husband and he is very understanding!”

As Sarah has grown into the role she has seen her own self confidence grow with it and has a clear picture of why the visits to schools are so important in strengthening the organisation of the union by getting more people to join and be involved, and also to maintain strong links for the future.

“During the meetings I talk about any possible effects that the SSSNB will have on staff, and I have also hopefully been able to address concerns that staff have had. The meetings have been well received and I have had positive feedback from people I have spoken to, this has been evidenced by the volume of new UNISON members, who have joined recently. Since I started my secondment I have done things I didn't think I would be comfortable doing, including conducting meetings with groups ranging from 2 people up to 40. I am now much more confident in speaking to large groups. My hope for the future is that the new friends and acquaintances I have made in the schools I have visited will stay in touch, to enable us all to be a stronger union.”



UNISON National School Support Staff Seminar

On Monday 26th April 2010, 150 delegates from across the country, including 36 from the North West region, gathered at The King's Fund in London for the National School Support Staff Seminar. The day began with a broad introduction to the School Support Staff Negotiating Body (SSSNB). Dave Prentis, UNISON General Secretary, addressed the importance of the SSSNB for UNISON school support staff members and highlighted UNISON's campaign initiatives to ensure that the vital contribution of school support staff is recognised and rewarded. Following this, Christina McAnea, UNISON National Secretary of Education & Children's Services, updated delegates on national negotiating developments before the Rt Hon Ed Balls gave a keynote address in which he guaranteed Labour support for the Negotiating Body, stating that Labour are "100% behind it". A first round of workshops then allowed delegates to explore the SSSNB in more depth, discussing pay and conditions issues in England, Scotland, and Wales. Following lunch, Helen Mountfield, QC Matrix Chambers, gave a legal update on a wide range of health and safety issues affecting school support staff, before a selection of workshops allowed delegates to discuss and explore some of these issues in more depth. The final session of the day gave an overview of the methodology behind UNISON's approach to organising and recruiting in schools and gave delegates the opportunity to hear first hand experience from some of the school support staff members who have been seconded to work on the SSSNB project. Overall the conference was a productive and successful event, with delegates citing it as an informative and valuable day, welcoming the opportunity to have detailed discussions with people in similar situations.

For News on ALL UNISON School Campaigns: www.unison.org.uk/education

When it comes to supporting and representing professional staff in schools, UNISON is top of the class because we:

- are the largest union in education with more stewards, officers and branches than any other
- are the union that leads negotiations for schools staff
- provide unrivalled protection and representation at work, help with your pay and conditions problems using our expert stewards and officers
- run a helpline on 0845 355 0845



Please fill in this application form form in BLOCK CAPITALS and send it to the address shown below.

1. YOUR PERSONAL DETAILS

Mr/Ms/Miss/Mrs/Other	First Name	Other Initial										
Surname		Date of Birth / /										
Home address												
Postcode	Home											
National Insurance No. (from your payslip)												
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How would you describe your ethnic origin?

<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Asian Other	<input type="checkbox"/> Black Other
<input type="checkbox"/> Chinese	<input type="checkbox"/> Black African	<input type="checkbox"/> White UK
<input type="checkbox"/> Indian	<input type="checkbox"/> Black Caribbean	<input type="checkbox"/> Irish
<input type="checkbox"/> Pakistani	<input type="checkbox"/> Black UK	<input type="checkbox"/> White Other
<input type="checkbox"/> Please tick this box if you require materials in a different format (e.g. large print or Braille) - be sure to supply contact details below		

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work or home

2. YOUR EMPLOYMENT DETAILS

Employers Name
Job Title/Occupation
Department/Section
Workplace Address
Postcode
Payroll No.

When completed please send to:
**UNISON NW Regional Centre,
 Freepost (MR9713), Arena Point,
 1 Hunts Bank, Manchester, M3 9PD**

3. WHAT YOU WILL PAY FROM 1 OCTOBER 2003

Please tick your earnings before stoppages

Weekly Pay	Annual Pay	✓	Band	Per Week	Per Month	Please tick the appropriate box to indicate how often you are paid <input type="checkbox"/> Weekly <input type="checkbox"/> Fortnightly <input type="checkbox"/> Four Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Please tick this box if you are a student member in full-time education (including student nurses or modern Apprentices). Your subscription is £10 per year.
Up to £38.47	Up to £2,000	<input type="checkbox"/>	A	£0.30	£1.30	
£38.48-£96.16	£2,001-£5,000	<input type="checkbox"/>	B	£0.81	£3.50	
£96.17-£153.84	£5,001-£8,000	<input type="checkbox"/>	C	£1.22	£5.30	
£153.85-£211.53	£8,001-£11,000	<input type="checkbox"/>	D	£1.52	£6.60	
£211.54-£269.23	£11,001-£14,000	<input type="checkbox"/>	E	£1.81	£7.85	
£269.24-£326.92	£14,001-£17,000	<input type="checkbox"/>	F	£2.24	£9.70	
£326.93-£384.61	£17,001-£20,000	<input type="checkbox"/>	G	£2.65	£11.50	
£384.62-£480.76	£20,001-£25,000	<input type="checkbox"/>	H	£3.23	£14.00	
£480.77-£576.92	£25,000-£30,000	<input type="checkbox"/>	I	£3.98	£17.25	
£576.93-£673.08	£30,001-£35,000	<input type="checkbox"/>	J	£4.68	£20.30	
£673.08 +	Over £35,000	<input type="checkbox"/>	K	£5.19	£22.50	

4. POLITICAL FUND

UNISON'S **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON'S **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date.
- I authorise deduction of the following political fund payment as part of my subscriptions: *Tick one box only*

Affiliated Political Fund

General Political Fund

Now please sign and date below.

Signature

Date

If you have been a member of a trade union before, please state which one below:

DATA PROTECTION
 UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes. We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want to receive any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.

If you tick either of these boxes then you will be removed from the appropriate mailing lists as quickly as possible but for administrative reasons this may take a couple of months.