

SINGLE STATUS PROPOSALS UPDATE

Late last year the city council announced plans to implement Single Status in schools. Their proposals included; no longer paying TAs on their existing 32.5 hours per week term time working pattern and withdrawing the retention payments for Midday Supervisors. Following mass opposition from UNISON members and a successful protest attended by hundreds of school support staff, the council put a pause on the proposals and gave a commitment to enter into consultation with the trades unions.

Nothing further was tabled until earlier this year when the council presented new draft TA job descriptions.

Teaching Assistant Job Descriptions

The council presented new draft TA job descriptions earlier this year and UNISON consulted widely with members and presented the feedback to the council during June.

UNISON strongly believes that the revision of job descriptions is an attempt to potentially lower the grades of some Teaching Assistant posts, particularly level 2, which covers a large proportion of TA's in schools. The fact that the review was carried out under the heading of Single Status (which is meant to solely be about pay and grading), rather than the usual forums for consultation for school based staff, only serves to reinforce our view that the changes to job descriptions is about making savings.

UNISON has been very clear to management that we think it is an attempt to make savings and has given them full feedback of TA job descriptions based on documentation produced nationally.

UNISON has made it clear that assimilation into the new roles cannot commence until agreement has been reached on the new job descriptions, therefore no schools should be attempting to do an assimilation exercise at this stage

UNISON Consultation Meetings are still taking place. If you haven't attended a meeting, please do your best to attend one of the following meetings:-

Mon 11 July	Farnborough School, Farnborough Road, Clifton
Tues 12 July	Sycamore School, Abbotsford Drive, St Anns
Wed 13 July	Ellis Guilford School, Bar Lane, Basford
Thurs 14 July	Haydn Primary School, Haydn Road, Sherwood

You are also encouraged to attend one of the meetings organised by the city council, so management can hear your views directly. These are taking place:-

Tues 12 July	Denewood Centre
Wed 13 July	Bigwood School
Thurs 14 July	Farnborough School

All meetings start at 4.00pm

NEW SINGLE STATUS PROPOSALS

The council have arranged further meetings with the trade unions over the next two months to consult further on changes to job descriptions as a result of UNISON's comments.

Working Hours

It wasn't until a meeting with the city council on 1 July that they confirmed their position on the issue of 32.5 hours a week / term time working. They have stated that to continue to pay TA's all year round on the existing working pattern created a significant equal pay liability (they have quoted £80m).

UNISON has challenged this position and asked them to share their legal advice on which they base their claim, however, they have refused. UNISON also questioned why the legal position has changed as only one year ago they were planning to implement Single Status on TA's existing working hours, and asked how the law has changed during this period.

Members have also questioned why the county council has been able to implement Single Status in schools without cutting the pay or changing the working hours of TAs, especially as it is a much larger employer.

UNISON will continue to oppose this proposal.

Midday Supervisors

UNISON has objected strongly to the withdrawal of retention payments for Midday Supervisors as this group of members are amongst the lowest paid within the council and work very few hours.

The retention payments are part of the NJC (Green Book) terms and conditions and were introduced to ensure these low paid members would return to their post in the new term. It is our view, yet again, that the council is hiding behind the excuse of equal pay liabilities to make savings.

One reason the council have given, is that the payment is not made to Kitchen Assistants, although they generally work significantly more hours than Midday Supervisors.

We think, yet again, that the council is doing this as a cost cutting exercise.

Admin Staff

Although there are no proposals to make changes to the previous Single Status outcomes for Admin Staff, UNISON is concerned that many admin posts may not have been evaluated correctly because we are aware that in many schools, jobs of admin staff have developed, but the job descriptions have not always been amended accordingly. The majority of admin jobs were evaluated on the written job description (paper based), rather than through a job evaluation interview, so we believe it is important that Admin staff should be given every opportunity to check the accuracy of the Single Status information for their particular post. We have therefore asked the council to write directly to all admin staff to advise them to check whether their job descriptions are accurate and up to date.

Regarding working patterns, the council has stated that admin staff will only be paid for the hours and weeks they work.

PLEASE ENCOURAGE NON UNION MEMBERS TO JOIN - AN APPLICATION FORM IS OVERLEAF

NEW SINGLE STATUS PROPOSALS

Whilst UNISON will continue to consult and negotiate with the council, if we are not able to resolve some of the major areas of disagreement, we will be seeking to organise members in schools to mount a campaign against the proposed cuts, which will include further protests and a ballot for industrial action.

UNISON Membership

There has never been a more important time for staff to be a member of a trade union. Throughout this newsletter you will read about the changes the council are proposing for school support staff, these are in addition to the Government's pay freeze and the proposed changes to the Local Government Pension Scheme.

It is therefore extremely important that the majority of school support staff are members of a trade union. Please encourage colleagues who are not in a union to join UNISON. The more members we have the louder our voice. Upon joining UNISON, new members will be sent a UNISON Discount Card which offers savings at a range of local independent retailers as well as national organisations (see below). Ask them to join today by returning the application form on the back of this newsletter, or on line at <http://www.unison.org.uk/membership/>

IF YOU ARE A MEMBER OF UNISON AND WOULD LIKE A UNISON DISCOUNT CARD PLEASE COMPLETE THE FORM BELOW AND RETURN TO THE UNISON OFFICE

I WOULD LIKE TO APPLY FOR A UNISON DISCOUNT CARD AND PLEDGE MY SUPPORT TO UNISON'S MILLION VOICES CAMPAIGN.

(Please fully complete the form so we can ensure our records are up to date).

NAME: _____ **M/SHIP NO:** _____

CONTACTS:

PHONE: Mobile: _____ Home: _____ Work: _____

E-MAIL: Work _____ Home: _____

EMPLOYER:: _____ **JOB TITLE::** _____

DEPARTMENT: _____ **WORKPLACE::** _____

HOME ADDRESS: _____

I WOULD LIKE TO RECEIVE FUTURE CORRESPONDENCE VIA E:MAIL YES / NO

If Yes to which e-mail address

Work / Home

I PLEDGE MY SUPPORT TO UNISON'S MILLION VOICES CAMPAIGN

Visit <http://www.unison.org.uk/condemned/> for further information about the campaign



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UNISON campaigning
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unison.org.uk/million

SIGNED _____ **DATED** _____

PLEASE ENCOURAGE NON UNION MEMBERS TO JOIN - AN APPLICATION FORM IS OVERLEAF



1. YOUR PERSONAL DETAILS

Please tick or fill in boxes below

Mrs Ms Miss Mr Other

First name

Surname/Family name Date of birth

Home address

Postcode

National Insurance number (from your payslip)

Please tick this box if you require materials in a different format (eg 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

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode

Payroll number (from your payslip)

PLEASE RETURN YOUR COMPLETED FORM TO:
Nottingham City UNISON
4-6 Perth Street,
Nottingham, NG1 3LU

3. WHAT YOU PAY – CURRENT RATES (SET OCTOBER 2003)

Please tick the appropriate box for your earnings before deductions.

WEEKLY PAY	ANNUAL PAY	YOUR SUBSCRIPTION—WHAT YOU PAY		
		PER WEEK	PER MONTH	BAND
Up to £38.47 <input type="checkbox"/>	Up to £2,000 <input type="checkbox"/>	£0.30	£1.30	A
£38.48–£96.16 <input type="checkbox"/>	£2,001–£5,000p <input type="checkbox"/>	£0.81	£3.50	B
£96.17–£153.84 <input type="checkbox"/>	£5,001–£8,000p <input type="checkbox"/>	£1.22	£5.30	C
£153.85–£211.53 <input type="checkbox"/>	£8,001–£11,000 <input type="checkbox"/>	£1.52	£6.60	D
£211.54–£269.23 <input type="checkbox"/>	£11,001–£14,000 <input type="checkbox"/>	£1.81	£7.85	E
£269.24–£326.92 <input type="checkbox"/>	£14,001–£17,000 <input type="checkbox"/>	£2.24	£9.70	F
£326.93–£384.61 <input type="checkbox"/>	£17,001–£20,000 <input type="checkbox"/>	£2.65	£11.50	G
£384.62–£480.76 <input type="checkbox"/>	£20,001–£25,000 <input type="checkbox"/>	£3.23	£14.00	H
£480.77–£576.92 <input type="checkbox"/>	£25,001–£30,000 <input type="checkbox"/>	£3.98	£17.25	I
£576.93–£673.08 <input type="checkbox"/>	£30,001–£35,000 <input type="checkbox"/>	£4.68	£20.30	J
£673.08+ <input type="checkbox"/>	over £35,000 <input type="checkbox"/>	£5.19	£22.50	K

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.

Please tick the appropriate box to indicate how often you are paid

Weekly Fortnightly Four Weekly Monthly

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.

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

The information provided by you shall be recorded by UNISON for statistical purposes and used for sending you UNISON publications, ballot forms and otherwise communicating with you. If you do NOT want any mailings from UNISON, besides those required by statute, please tick this box

To keep you fully informed of the services we arrange for members we want you to receive details of benefits offered by or in conjunction with UNISON's affinity partners. The affinity partners are organisations with close links to UNISON that share our ambition to provide you with the best possible range of benefits. Under the Data Protection legislation we can only disclose your details to our affinity partners with your explicit consent. Therefore if you WANT to receive details of the full range of benefits you **MUST** tick this box

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 information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: *Tick one box only*

Affiliated Political Fund **General Political Fund**

Now please sign and date below.

Signature
Date

OTHER WAYS TO PAY (please tick if appropriate) direct debit cheque