



Notts County UNISON

Negotiating for you

SCHOOL SUPPORT STAFF NEGOTIATING BODY

Summer 2009

IMPORTANT NEWS - Read me and pass me on!

You should be aware that discussions are underway with the Government about establishing a new School Support Staff Negotiating Body (SSSNB) UNISON has been talking with members in schools and a number of questions have been raised. This newsletter aims to answer some of these.

Why is The SSSNB being set up?

School Support Staff have consistently told us that they want national terms and conditions that addresses issues such as term time only contracts, fair access to training, nationally agreed pay rates and job descriptions. UNISON members have also said that they want any terms and conditions to have statutory underpinning, as for teachers. The SSSNB aims to address these issues.

Will this affect my terms and conditions?

Yes. It will affect all support staff employed within all involved Local Authority Schools.

THIS WILL AFFECT YOU AND YOU NEED TO ACT NOW!

Does this include Foundation Schools?

Yes, it includes Foundation Schools, Voluntary Aided Schools but **NOT** Academy Schools.

Will there be any detriment to my pay or terms and conditions?

Nationally, UNISON is pressing very hard for proper protection arrangements to be put in place. We will keep you informed of the progress. Locally in Notts, school support staff benefit from agreements that mean staff are amongst the best paid in the country with the best terms and conditions. We have contacted the eight national negotiators to request a meeting to discuss a no detriment clause.

What about Job Evaluation?

Our advice is that the Job Evaluation exercise underway in Notts Schools must continue. So we are doing just that.

The SSSNB will agree nationally Job Evaluated job descriptions. There will be a JE scheme designed for school support staff.

Will my Head have to implement any new National Agreement?

Yes, s/he will have to as it is proposed that any agreement will have statutory underpinning.

UNISON has identified inconsistencies across schools and across Local Authorities within the UK. The new body will address these issues.

To join or get involved call :

Notts UNISON : 0115 981 0405

If you are not a member then don't put it off any longer, join **NOW!** Only members of the three unions involved will have a vote on the implementation of the new terms and conditions.

IT IS IMPORTANT THAT ALL SCHOOL SUPPORT STAFF IN NOTTINGHAMSHIRE USE THEIR VOICES AND TAKE PART IN ANY CONSULTATION AND ANY VOTE!

Which unions are negotiating these new terms and conditions?

UNISON has eight seats on the new negotiating body.

G.M.B has four seats on the new negotiating body.

UNITE has three seats on the new negotiating body.

No other unions are negotiating the new national terms and conditions for school support staff. This means that only UNISON, G.M.B and Unite members will have any voice in the consultation and voting!

Did you know that only these unions are recognised to negotiate on pay and terms and conditions for school support staff? NASUWT members, ATL members and VOICE members will have no say. Unison members have no say on teachers pay and conditions and teaching unions cannot negotiate support staff pay and conditions.

How can UNISON members help and play their part?

If you are a member of UNISON you should encourage your colleagues to join, this increases the voice of the union nationally and locally.

If you don't yet have a steward at your school, elect one. A steward can represent and co-ordinate your views and feed them back. This is very important at any time but especially during J.E and the SSSNB negotiations.

Ensure that your steward attends stewards meetings held during the working day.

Attend any members meetings held after school to update you on J.E in Notts Schools and the SSSNB.

Does my school have to elect a steward?

The simple answer is no! However, schools with stewards can make their views known at stewards committee meetings which can then influence the Branch position on issues. Having a steward helps you be a better informed workplace and to make sure that your views are fed into the Branch.

FOR A NOMINATION FORM CONTACT THE BRANCH OFFICE ON 0115 981 0405

Key Points:

All UNISON members will be balloted on any proposals before they are accepted – **only members of one of the three recognised unions will have a final say.**

UNISON is fighting to address the issues of term time only contracts and unpaid overtime.

When major contractual changes like this are proposed it is important that all members get involved. Do you remember the Nursery Nurse regrading? The success of that was down to Branch Officers and members working together. You need to get involved and make your views known.

To have a voice you need to join! Complete and return the application form on this newsletter

Updates on school issues can be found on the school support staff page at www.nottsunison.org.uk

Notts UNISON has held regular members meetings over the past school year and these will continue into the next school year. We want to hear members views about J.E in Notts and the SSSNB proposals. Dates for the next school year will be posted to you at your home address in the late summer.

In the meantime it would be helpful if you could complete the questionnaire below and return it to us so that we have an idea what your key issues are.

Please identify your top three issues, that you would like to see addressed by the new Negotiating Body.

(mark your priorities with 1,2 or 3, with 1 being the most important to you)

No loss of pay	
Dealing with term time only contracts	
Continuing Professional Development	
Being paid for all overtime	

Any other issues please state:

Other than the issue of SSSNB what are the two biggest workplace issues in your school?

1.

2.

Name:

Job title:

School name:

I am interested in becoming a workplace contact Y / N

I am interested in becoming a steward Y / N

All completed forms will be entered into a prize draw with the opportunity of winning £100. Please complete and return this form to **Notts UNISON, Freepost, Nottingham, NG2 1BR**

For more information on the role of either the workplace contact or steward phone Jo Myers on 0115 981 0405

Application for Membership – Notts UNISON

I apply to join UNISON and agree to pay the appropriate subscription, to comply with the rules and constitution, as in the UNISON rule book.

BLOCK LETTERS PLEASE

Title (Mr/Mrs/Ms/Miss): _____

Surname: _____

Forename: _____

Payroll No.: _____ ES (estab code): _____ N.I. No.:

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Home address: _____

Home Post Code: _____

Home Tel: _____

Employer: _____

Department: _____

Work Address: _____

Work Post Code: _____

Work Tel: _____

Email address: _____

Job Title: _____

Date of birth: _____

Subscription rates			
Annual Income	Weekly Subscription	Monthly	Subs Band (tick box)
Up to £2000	£0.30	£1.30	A <input type="checkbox"/>
£2001 - £5000	£0.81	£3.50	B <input type="checkbox"/>
£5001 - £8000	£1.22	£5.30	C <input type="checkbox"/>
£8001 - £11000	£1.52	£6.60	D <input type="checkbox"/>
£11001 - £14000	£1.81	£7.85	E <input type="checkbox"/>
£14001 - £17000	£2.24	£9.70	F <input type="checkbox"/>
£17001 - £20000	£2.65	£11.50	G <input type="checkbox"/>
£20001 - £25000	£3.23	£14.00	H <input type="checkbox"/>
£25001 - £30000	£3.98	£17.25	I <input type="checkbox"/>
£30001 - £35000	£4.68	£20.30	J <input type="checkbox"/>
over £35001	£5.19	£22.50	K <input type="checkbox"/>

Retired members £15(for life) Students £10pa Unemployed £4pa

Conditions of Service	
(tick all those boxes appropriate to you and your post)	
Full Time <input type="checkbox"/>	DISABILITY*
Part Time <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Term Time only <input type="checkbox"/>	
Job Share <input type="checkbox"/>	ETHNIC ORIGIN*
Permanent <input type="checkbox"/>	Afro-carib <input type="checkbox"/>
Temporary <input type="checkbox"/>	African <input type="checkbox"/>
	Indian <input type="checkbox"/>
	Pakistani <input type="checkbox"/>
CAR ALLOWANCE*	Other Asian <input type="checkbox"/>
Essential <input type="checkbox"/>	White Euro <input type="checkbox"/>
Casual <input type="checkbox"/>	Other <input type="checkbox"/>
None <input type="checkbox"/>	

* This information is entirely voluntary, however it will help the branch ensure that minority groups are kept informed of any National or Local events that might effect them. Any additional information provided will be completely confidential.

POLITICAL FUND
I authorise the deduction of the following Political Fund payments as part of my subscription.
Affiliated Fund <input type="checkbox"/> General Fund <input type="checkbox"/>
Affiliated Political Fund (your subscription includes 6.5% contribution to this fund) campaigns for members through affiliation to the Labour Party both locally and nationally. Those paying the affiliated levy can take part in the APF activities and make their contribution on policy issues, including labour party policy.
General Fund (your subscription includes 3% per month contribution to this fund) is independent of support for any Political Party but liases with MP's from all party's to pursue UNISON's interests. It is used to pay for campaigning at branch, regional and national levels of the union.
You must indicate at least one option as the NEC will automatically allocate you to the APF if this section is not completed. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

AUTHORISATION FOR DEDUCTION OF SUBSCRIPTION
I hereby authorise the deduction from my salary, for payment to UNISON on my behalf, of the subscription appropriate to my annual earnings.
SIGNATURE: _____
DATE: _____
OFFICE USE ONLY
Actioned by Branch Office: LAF 02305
Allocated to Branch: NOTTS COUNTY
Please return your completed application form to: Notts UNISON, FREEPOST, Nottingham, NG2 1BR