

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

UNISON are arranging visits to school to talk to members and hear their views. If you would like a visit please contact the branch. The phone number is on the front page of this newsletter.



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

Please identify your top three issues, that you would like to see addressed by the new Negotiating Body (mark items with 1, 2 or 3 with 1 being the highest priority Item)

- * No Loss In Pay
- * Dealing With Term Time Only Contracts
- * Continuing Professional Development
- * Being Paid For Out Of Hours Work



Any other issue please state:

Other than the issue of the schools negotiating body what are the two biggest workplace issues in your school

- 1.
- 2.

NAME: JOB TITLE:

SCHOOL'S NAME & ADDRESS:

I AM INTERESTED IN BECOMING A WORKPLACE CONTACT

I AM INTERESTED IN BECOMING A STEWARD

I AM INTERESTED IN BECOMING A SAFTEY REP

I WOULD LIKE YOU TO PRIORITISE A VISIT TO MY SCHOOL



All completed forms will be entered into a Prize Draw with the opportunity of winning £50. Please complete and return this form to:

Nottingham City UNISON
4 - 6 Perth Street, Nottingham, NG1 3LU



If you are not a member then you need to join **NOW. Don't put it off any longer.** If the new national terms are accepted by UNISON members and implemented at your school, UNISON members will have help and advice with any queries or problems with the implementation of the new grades.

If you are not a member of **UNISON** when the changes occur then you will not be able to get any help with any problems. You would not contact an insurance company for cover after your house burned down would you? And you can't join UNISON after a problem arises and expect to get assistance with it. There is an application form on the back page of this newsletter.

What do I need to do?

All UNISON members need to play their part. Things all members can help with:

1. If you are a member of UNISON you should encourage non members to join, to increase UNISON's voice.
2. If you don't have a steward at your school, you and other UNISON members need to elect one to represent and co-ordinate your views and feed them back.
3. Ensure that they (or a substitute) attends any briefings UNISON arranges

My school doesn't have a UNISON rep, do I really need to think about becoming a steward?

The simple answer is—no, you don't have to be a steward—but it helps make us stronger. You could become a contact point for your school, distributing information. But having stewards is better because:

- **A steward is elected by and accountable to UNISON members**, and being one can be rewarding and even fun
- **Stewards get paid time off to attend our training**, to give you the knowledge and skills to carry out your new role. There are no exams or tests, but the chance to work with other new stewards
- **You can attend regular UNISON Education Stewards' meetings**, to talk to reps from other schools and access support for you.
- **Having lots of organised stewards makes the union stronger.** A network of trained stewards will help us deal with other issues
- **Workplaces with stewards usually have better working conditions than those without one!**



JOIN UNISON

YOUR FRIEND AT WORK

Key things you need to know

1. **All UNISON members will be balloted on any proposals before they are accepted—members will have the final say.**
2. **UNISON are fighting to address the issue of term time only contracts and unpaid overtime.**
3. **When major contractual changes like this are proposed we always get better results if UNISON members get involved. Please elect a steward for your school.**

COMPLETE IN BLOCK CAPITALS USING BLACK INK AND POST TO: **Nottm City UNISON, 4-6 Perth Street, Nottingham, NG1 3LU.**

1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other
First name		Other initial(s)		
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 (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

Contact tel/voice/text/email

How would you describe your ethnic origin?

Bangladeshi Asian other White UK
 Chinese Black African Irish
 Indian Black Caribbean White other
 Pakistani Black UK
 Asian UK Black other

Please tick this box if you are a student member in full-time education (including student nurses). Your subscription is £10 per year.



2. YOUR EMPLOYMENT DETAILS

Employer's name
Your job title/occupation
Department/section
Workplace address
Postcode
Payroll number (from your payslip)

3. WHAT YOU WILL PAY— CURRENT RATES (set 1 October 2003)

Please tick your earnings		Your Subscription- What you pay:	
Weekly Pay	Annual Pay	Per week	Per month
Up to £38.47	Up to £2000	£0.30	£1.30
£38.48-£96.16	£2001-£5000	£0.81	£3.50
£96.17-£153.84	£5001-£8000	£1.22	£5.30
£153.85-£211.53	£8001-£11,000	£1.52	£6.60
£211.54-£269.23	£11,001-£14,000	£1.81	£7.85
£269.24-£326.92	£14,001-£17,000	£2.24	£9.70
£326.93-£384.61	£17,001-£20,000	£2.65	£11.50
£384.62-£480.76	£20,001-£25,000	£3.23	£14.00
£480.77-£576.92	£25,001-£30,000	£3.98	£17.25
£576.93-£673.08	£30,001-£35,000	£4.68	£20.30
£673.08+	over £35,000	£5.19	£22.50

4. POLITICAL FUND

UNISON's **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and 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, otherwise you will be allocated to a fund by the union. Your subscription shown at section 3 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 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 subscription 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 _____

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

Weekly Fortnightly Four Weekly Monthly

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SCHOOL SUPPORT STAFF NEGOTIATING BODY



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

Why Is The SSSNB Being Set Up?

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

Will This Affect My Terms & Conditions?

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

Does This Include Foundation Schools?

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

Will There Be Any Detriment To My Pay Or Terms And Conditions?

UNISON are pressing very hard for proper protection arrangements to be put in place. We will keep you informed of progress.

To join or get involved
call 0115 9156883



THIS WILL AFFECT YOU AND YOU NEED TO ACT NOW!

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 have identified inconsistencies across schools and across LEAs within the UK. The new body will address these issues.

What About Job Evaluation?

There will be nationally agreed job descriptions that will be subject to a national job evaluation scheme (JES). The JES will be one especially designed for school support staff.

Update on Single Status

UNISON has recently found out that the Single Status Team has written to all Head Teachers notifying them of changes to Single Status grades for TA's Level 2 (Grade D to E) and Senior Midday Supervisors (Grade D to C).

The Communication states that these changes have been 'formally agreed by the trade unions'. **THIS IS NOT CORRECT.** UNISON has **NOT AGREED** to any of the Single Status proposals as agreement can only be reached following a ballot of our members.

Following the consultation meetings we had with members in schools, late last year, it was quite clear to UNISON that the level 2 TA's had not been properly evaluated. Therefore we asked for a review of the evaluation, which has resulted in an increase in the grade. However, UNISON **DID NOT** ask for a review of Senior Midday Supervisors evaluations, this was done at the request of Head Teachers.

For further information please contact Christina Sanna on 9155879.