



## **DERBYSHIRE COUNTY COUNCIL**

# **BULLETIN No. 6**

**March 2014**

### **Update on Single Status and Job Evaluation – Harmonisation of Terms and Conditions Of Service**

Dear Colleague

Since our last newsletter Single Status has been implemented in Derbyshire schools and the majority of school support staff have experienced a favourable outcome, however I understand that for some of you the new terms and conditions of service that you were offered have had an adverse impact and this is regrettable – it is stressful to be in this situation as it poses potential future difficulties but please remember that pay is protected for 2 years and that the appeals process will hopefully redress the balance for you.

#### **Appeals Process**

We have had an initial discussion with the Local Authority about the Appeals process and they have indicated what they would like the process to be. We will commence formal negotiations in respect of the appeals process in the near future and we will of course keep you informed of the progress we make and give you information on what the process will involve for those of you who have appealed against their slotting and matching outcome.

If you returned the appeals pro-forma to the Local Authority you should have received an acknowledgement of this. The Authority will contact you again once we have agreed the appeals process and give you details of what you will need to do to progress your appeal. The Authority has indicated that they wish to conclude all appeals and inform people of their outcome by the end of 2015 and although this may appear to be a very long timescale it will be necessary – it is important that whatever process we agree allows sufficient time for all cases to be given due consideration.

#### **Job Role Profiles**

The job role profiles that have been written using information from the job evaluation process will be published together with the new Teaching Assistant Framework after the implementation of single status. The job role profiles give an overview of the type of work for each grade within each of the six job families in schools.

The profiles are not prescriptive but an outline of the type of work, the level of responsibility and the scope of duties that each grade within a job family will be expected to undertake. The new TA Framework is very comprehensive and has been developed using information from the

job description questionnaires completed by TAs as part of the job evaluation process. We believe that it now more accurately reflects the roles and responsibilities of each level of TA work.

### **Additional TA Hours**

If you accepted the offer of additional hours you will hopefully by now have agreed how and when the additional hours will be worked. Remember, these hours were to be non-contact time in recognition of the hours that were being worked beyond contractual hours that not only TAs but also Head-teachers told us about.

If you have not yet resolved how your additional hours are to be worked and need some help with this issue please let us know.

### **Other Issues**

#### **Action on Blacklisting**

We are delighted that Derbyshire County Council has confirmed that they have taken action to ensure that none of their suppliers are using blacklists when carrying out work on behalf of the Local Authority. The Cabinet passed a motion on 4<sup>th</sup> December 2013 that requires companies tendering for contracts with Derbyshire County Council to demonstrate that they are not using blacklists and that they have processes in place to encourage their employees to report health, safety and welfare issues and concerns.

This issue was raised with the Local Authority by the GMB so we are very pleased that they have taken this stance.

#### **The Living Wage**

GMB raised the issue of paying the Living Wage with Derbyshire County Council on 28<sup>th</sup> February 2013. The Cabinet approved the introduction of the Living Wage on 21<sup>st</sup> January and we applaud the action they have taken.

The Living Wage will be paid to all staff directly employed by Derbyshire County Council from 1<sup>st</sup> April and over 3,000 employees will benefit from this.

Unfortunately the Authority does not have the power to enforce schools to pay the Living Wage, however they have made a very strong recommendation to all schools that they should follow the example set by the Authority and pay the Living Wage to those affected staff and we are delighted that some schools have already indicated that they will be paying the Living Wage.

#### **What happens now?**

**We will continue to meet with the Local Authority to finalise issues in respect of Single Status and to discuss other issues. We believe that the only way to influence the outcome of all issues is to continue a dialogue with the Authority so we can achieve the best outcome for our members.**

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