

DON'T YOU DESERVE MORE?

The Secretary of State for Children, Schools and Families has said— “Teaching Assistants and support staff are transforming what happens in classrooms and helping teachers to focus on doing their best for every child.” This shows that after relentless campaigning by GMB on behalf of our members in education the government has finally recognised that you are a vital, integral part of our children’s education. **Schools would now find it very difficult if not impossible to operate without you.**

As far as GMB are concerned this means that, like the teachers, you should have your own negotiating body separate from other council workers, so that your skills, interests and needs can be better taken into account

Fairness not favours

GMB were optimistic that Job Evaluation under Single Status was going to put an end once and for all to support staff being undervalued and treated like a ‘mum’s army’— doing their local schools a favour by turning up and helping out and being rewarded with what is left

from the petty cash tin as a favour in return. Whilst in some Local Authorities, after much hard work by GMB, Job Evaluation has delivered increases in pay and status for our members unfortunately it has failed to deliver in many others.

National Local Government negotiations on pay and conditions have not recognised your unique situation and on many occasions it has seemed that school support staff have been an afterthought to the employer despite relentless GMB campaigning.

Rate for the job

Today we still see job descriptions that carry virtually identical duties and responsibilities, requiring the same skills, knowledge, qualifications and/or experience, being evaluated and one coming out being worth £4,000 pounds a year more than the other simply because one was evaluated by Cambridge County Council and the other by Lancashire County Council.

In schools we see “Term Time Only” pay calculations meaning anything between 38 and 44 weeks a year paid work, depending where you work.



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“Part Time” pay pro-ratas range from 35 to 37 hours a week again depending on where you work. These inconsistent practices not only reduce your take home pay each month but will also have a detrimental effect on your pension.

Have your say on pay

GMB are at the forefront of all negotiations in regard to setting up a National Body for school support staff to try to resolve this unfairness once and for all. We will ensure that GMB members are fully consulted on final proposals as and when they are available.

Join online at www.gmb.org.uk

If you want to organise a meeting at your schools with GMB or to make sure your school receives our regular newsletter, call Paul Wade on 01924 882 255. If you or any of your colleagues working in schools are not members, you can join using the form on the back of the newsletter.

