

# NEGOTIATING BODY AT FOUNDATION STAGE

As you may be aware GMB has campaigned relentlessly for more than a decade to have separate pay negotiations for school support staff, and our vision has at long last reached fruition. Now we have achieved this, our next challenge has to be ensuring delivery of the pay, grading and status you deserve.

It was announced at Labour Party Conference on the 24th September by Ed Balls Secretary of State for Children, Schools and Families that a new Negotiating Body would now come into existence.

**Ed Balls said:**

**“Our support staff are vital to our schools and I want to make sure they are properly recognised and rewarded for the vital role they carry out in schools. I want them to be able to make the maximum contribution in the classroom and behind the scenes – and their pay and conditions must reflect the contribution they make. So we will now legislate for a statutory body to agree a new and flexible framework for their terms and conditions, and I’m delighted to announce the**

**appointment of Philip Ashmore who will make an excellent chair for this body.”**

Prior to the formal establishment of the School Support Staff Negotiating Body, GMB as part of the Working Group and in conjunction with DCSF appointed consultants, have commenced work on the development of a new pay and conditions framework looking at amongst other things, establishing the working year, holiday pay formula and job evaluation. This work will inform the negotiations in the Body relating to any new pay and working arrangements for school support staff.

Just like the foundation stage is the first stage of the National



Curriculum focusing on the distinct needs of children aged three to the end of the reception year in primary school. This needs to be the first stage of the process for the negotiating Body to focus on the distinct needs of support staff in relation to establishing the foundations and mechanics which will be responsible for setting up and then implementing a framework within which it can negotiate on the pay and conditions of service.

**Join online at [www.gmb.org.uk](http://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 this newsletter.

# HAVE YOUR SAY ON THE NEGOTIATING BODY

**GMB have been and will continue to be at the forefront of all negotiations in relation to school support staff nationally, and it is essential that we are being representative of and accountable to our members when we meet with Ministers, the Department and Employers to ensure we maintain professional credibility with them and you. To these ends we have put a number of systems in place to make certain GMB members are engaged at every key stage of any negotiations, these are as follows:**

- Every identifiable School Support Staff GMB member receives a copy of GMB@SCHOOL direct to their home address
- Every school where GMB have members, we have a School Contact (someone who will pass on relevant information like this newsletter to other members)
- Every GMB Region has a Committee for School Support Staff from which delegates are elected to take forward your Regional Policy to the National Committee for School Support Staff

- The National Committee elects three representatives to sit on the National Negotiating Body alongside the GMB National Secretary. The National Committee also provide the mandate for the negotiators to take forward on your behalf
- GMB members need to be consulted on any proposals that are made and in order to do this quickly and effectively we do this via our Schools Support Staff Contacts. We also ensure a system is in place for you to feed back to us either as a collective or as individuals

**If you are a GMB member and work in a school and are not engaged in the process as stated above we need to know so that we can put it right. In order to assist us in this process every GMB Region has a Schools Officer and you just need to contact them via phone or email as detailed on page 3.**

# THE ROAD TO GMB CONGRESS

This is how to get involved if you want to attend a GMB Congress or put forward a motion to make GMB policy.

GMB Congress is held annually and is the lay member ruling body of the union that decides on GMB policy on all issues. GMB Congress 2009 will be held in the Blackpool Winter Gardens from Sunday 14 June to Wednesday 17 June 2009. This Congress will also be a rules revision Congress year.

Every GMB branch is entitled to submit motions to Congress. These

must be received at the Regional Office by 31 January each year. Emergency motions can be submitted at any time after 31 January up to and including during Congress week. Each of the nine GMB Regions will send a delegation of between 24 and 46 members (2009 numbers), depending of the total number of members in the GMB Region. Every GMB branch may nominate one member to represent the Region at Congress and these nominations must be received at the regional

office by 31 December each year. Voting by branches for the election of Congress delegates is held during January and February. Close of voting is 28 February each year.

Congress 2010 will also incorporate Sectional Conferences and will be held from Sunday 6 June to Thursday 10 June 2010 in a venue to be confirmed. Elected Congress delegates for GMB Congress 2010 will also be delegates to their appropriate GMB Sectional Conference.

# HELP US TO HELP YOU PLEASE COMPLETE THE SCHOOLS SURVEY

Please complete the schools survey below and return to FREEPOST RRRR-KSGH-REKT, GMB, Cavendish House, 369 Burnt Oak Broadway, Edgware HA8 5AW (you do not need a stamp). This will help us to effectively represent you at Local and National Level. If you are not a member of GMB, please ensure you complete the application form overleaf or join online at [www.gmb.org.uk](http://www.gmb.org.uk) before you return this survey.

1 Name/Address

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Postcode

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Contact No

2 Local Authority in which you work

3 Name and address of your school

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4 Your Job Title and Level (eg Teaching Assistant Level 3)

6 What is your current salary? (Please state if this is gross or pro rata)

7 Approximately how many support staff work at your school?

In order to assist us in being representative of our members who are fulfilling important roles in education could you please list the five things you would most like to see addressed by the introduction of a new negotiating body for you. (For example Clear and transparent National Pay Structures; National Pay rates for support staff; Standard National Formula for holiday pay; or the end to split contracts). Please list them in the order of importance to you, we will collate them nationally and use them for informed judgment for negotiations.

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**As a member of GMB, you are the Union, it is essential you have a voice and that your views are taken into account with your employer and government. In order to ensure this happens, please let your local representative know of any concerns you or your colleagues may have. Contact Paul Wade direct on: e-mail: [paul.wade@gmb.org.uk](mailto:paul.wade@gmb.org.uk) or telephone: 01924 882 255**

# SAY YES TO SECURITY AT WORK

As a GMB member you are much more **secure** at work because you are part of an **effective** union of 600,000 members. Whether you work full-time or part-time—whatever job you do—GMB can **help** you.

# GMB

PROTECTING YOU  
AT WORK

## WHAT DO I PAY?

GMB keeps membership costs as low as possible. 10 hrs and less 80p a week (£3.47) per month, 11 hours and above £1.38 per week (£5.98) per month, if you work full time £2.50 per week (£10.84) per month. The union offers a range of benefits based on what you pay.

## HOW DO I JOIN?

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join), or fill in parts 1, 2 and 3 or 4 of the form below and hand it to your local GMB representative or post it to FREEPOST RRRS-KSGH-REKT, GMB, Cavendish House, 369 Burnt Oak Broadway, Edgware HA8 5AW (you do not need a stamp). If you have any questions contact GMB: email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

FOR UNION USE ONLY Section    Branch No     Membership No         Date of joining

## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname  First name  Title  Mrs/Miss/Ms/Mr Date of birth

Home address  Home Tel  Email

Postcode  Mobile  I agree to abide by GMB rules Signature

Date    We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members  
Bangladeshi  / Black African  / Black Caribbean  / Black British  / Chinese  / Indian  / Irish  / Pakistani  / White  / Other:

### 2 TELL US ABOUT YOUR JOB

Employer  Your job

Address where you work  Postcode

How many hours a week do you work?  Pay No

Work Tel  Pay Date

### 3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

*Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended*

I authorise my employer to deduct from my pay each week/month the sum of £  or other amounts as may be fixed by the GMB from time to time.

Please start the deductions immediately and pay the amounts to the GMB. Cash

I note that this agreement may be cancelled by one month's notice in writing.

I give permission to my employer to notify the GMB of any future change of address.

Signed  Date

### 4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form and send to GMB, 22–24 Worples Road, London SW19 4DD

Name and full postal address of your Bank or Building Society branch

Originator's Identification Number

9 7 4 3 3 0

To the Manager of  Bank/Building Society

Address

Postcode

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Name(s) of account holder(s)

#### Instructions to your Bank or Building Society.

Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Bank/Building Society Account Number

Signature(s)

Date

Bank/Building Society Sort Code

Reference number (Office use only)

Banks or Building Societies may not accept Direct Debit instructions for some types of account