

IMPLEMENTATION OF SINGLE STATUS IN SCHOOLS

SCHOOLS FORUM BRIEFING

17 OCTOBER 2013

Since the last time this issue was shared with the Schools Forum there have been significant developments, and successful progress made, in the implementation of Single Status in schools.

The Local Authority and representative Trade Unions have continued to work collectively and collaboratively and as a result of this work, and the commitment by all concerned, the Local Authority will soon be in a position to offer School Support Staff Employees a revised contract of employment.

There have been regular joint meetings with the signatory and other Trade Unions, to negotiate and consult on the various aspects of the implementation process.

At the beginning of July the Local Authority presented to the Trade Unions an 'Offer Package' which set out in detail the Authority's position in respect of the following:-

- Derbyshire Pay & Grading Structure
- Derbyshire Package (Terms & Conditions of Service)
- Job Evaluation Information

A key aspect of the 'Offer Package' relates specifically to Teaching Assistants. As a result of feedback from, Headteachers, Employees, Governors, and Trade Unions, the "Offer" confirmed that full-time Teaching Assistants will be offered an increase to their contracted hours from 32.5 to 37 hours and pro rata part-time. This will help mitigate the impact of the introduction of standard working time based on 37 hours (pro rata for part-time) and the number of weeks actually worked (usually 39 per year) plus annual leave and bank holidays entitlement for all employees.

In addition, the Local Authority confirmed its position in respect of pay protection, which will be 2 years from the date of implementation.

The Trade Unions are currently considering the 'Offer' at local and regional level and also consulting with their membership. The outcomes of these consultations will determine whether the Local Authority has a collective agreement with the Trade Unions, or if it will be necessary to undertake a variation to contract process.

The Trade Unions have not yet given their formal response to the 'Offer'.

During the Summer and Autumn terms 22 'Slotting & Matching' briefings sessions were held for Governors, Headteachers & School Business Managers County. These were attended by in excess of 1,600 colleagues.

Having received the 'Slotting & Matching' decisions from all schools the Local Authority has carried out a quality assurance process. In the week before October half term, Headteachers will receive a spread sheet detailing the financial impact of their 'Slotting & Matching' decisions. This will also include a financial forecast for the next 3 financial years.

Schools Forum has agreed to retain centrally money within the DSG in order to support the implementation of Single Status in Schools. This sum amounts to £4.5M and the phased allocation of this resource will commence from 2014-15.

During October 2013, the Local Authority is holding a series of 'Employee Workshops' at venues across the county for a representative sample of employees for up to four employees from each school. Headteachers have been asked to inform staff about the events and their purpose and to arrange for some of their staff affected by Single Status to attend.

Key Dates in Implementation process

2 – 23 October 2013	Employee Workshops.
16 October 2013	Trade Unions to provide the LA with their response to the 'Offer Package'.
23 October 2013	Headteachers receive financial information.
1 November 2013	New Contract Offer sent to employee's home address, detailing their new Terms & Conditions and Salary Grade.
25 November 2013	Last date for employees to return their voluntary acceptance to their Headteacher.
2 December 2013	Dismissal Notice and Offer of re-engagement letter sent employees home address. If collective agreement has not been reached and they have not voluntarily accepted the new contract offer.
10 January 2014	Final date for employees to sign and return acceptance of re-engagement.
28 February 2014	Last day of Service for those employees who did not accept the new contract.
1 March 2014	Implementation of Single Status in Schools.

All employees have a right to appeal against the evaluated grade for their job.

At the present time, no detailed discussions have taken place about the Appeals Procedure. When the procedure has been agreed all employees, Headteachers, and governors will be informed. Training will be provided for Governors involved in Appeals.

Queries in relation to the Implementation of Single Status in Schools, can be lodged via e-mail with the CAYA ISSIS Team at CAYAISSISTeam@derbyshire.gov.uk or alternatively on 01629 580000 Ext 38960/35788 or 38864.