

Durham Local Government UNISON Bulletin

19 December 2017

Schools Edition

Further to our update last week, there are a number of areas that we would like to provide some additional clarification on in the lead up to the Christmas break. We have been holding discussions with the Council on the common themes that you have raised with us. In particular, the main concerns are around the '40th' week and the new Enhanced Teaching Assistant role.

The transition period that has been previously referred to is to enable further discussions with Head Teachers and the Council around ensuring the terms of the Council's offer are applied consistently across all schools.

Additional guidance from the Council will be provided to Head Teachers. Human Resources are having specific conversations with some Head Teachers following queries received by UNISON.

If you have submitted an assimilation appeal, Head Teachers had until 15th December to submit their responses to the Council. The Council will then write to you with the outcome. If the outcome is successful, you will need to be issued with a new contract for the correct grade, which will be applicable from 1st January 2018 (back-dated if required). There is also a stage 2 appeal process should the response be unsatisfactory. UNISON will be monitoring the progress of our members' appeals.

What should I be doing from the 2nd January?

- Your Head Teacher may have had a discussion with you regarding how you will be working 37 hours a week (or pro rata equivalent), if you are able to work the additional hours that were offered to you as part of the deal. If this is the case, these hours should still capture the amount of work required to carry out your role and should take into account duties you are already carrying out that are identified in the Council's flexibility statement. In addition, your work / life balance should also be taken into account when looking at these hours.

This also applies to the 40th week. HR will be updating the FAQs on the new era website with further guidance.

- As previously indicated, we are continuing to discuss the TA Enhanced Mainstream role with the Council and schools in line with the guidance that was part of the Council's offer. This particularly relates to PPA. Again, there may need to be a transition period whilst we work this through in individual schools.

We fully appreciate that this has been another difficult year for Teaching Assistants, but together we have achieved a great deal. We have made good progress on potential early solutions, such as split contracts, and this work will continue into the New Year.



The branch office is open:

Monday to Friday

Telephone :
03000 263300 / 263301

Email:
unison@durham.gov.uk

Website
www.durhamunison.info

Follow us on twitter
 @DurhamUNISON

Join our Facebook group:
 Durham Unison




UNISON
the public service union