

Durham Local Government

UNISON

Bulletin

8 December 2017

Schools Edition

We are writing to update you on the actions that UNISON has been undertaking since the acceptance of the Council's revised offer to Teaching Assistants.

In addition to discussions we have had at recent cluster meetings, we have been contacted by individual TAs, schools and Head Teachers seeking further clarification and conversations on the implementation of the new contracted hours and grading structure.

We have logged all the queries and have been working on responses to both individuals and also to schools. If you have a query that you feel still requires further discussion, please contact us on Durham.TAs@unison.co.uk

There have been common themes in the issues raised, primarily in relation to how the 37 hours are put into practice and also on the new Grade 5 job description. UNISON has taken these issues up with the Council as well as responding to individual schools. The guidance agreed is on the New Era website: <https://www.durham.gov.uk/newera>

It is important that the terms of the Council's offer are applied fairly across all schools, and we have visited some of you to discuss the guidelines from the Council, which were part of the offer.

A number of you have sought advice and guidance on submitting an appeal against the grade you have been assimilated to and we have supported people through this process. We will continue to monitor progress with the Council.

While in discussions with both the Council and Head Teachers, it has become increasingly clear that there needs to be a transition period to allow the new hours and grading structure to be implemented. We will be continuing to meet with the Council and Head Teachers into the New Year, this will ensure there is a clear and consistent understanding around both of these issues moving forward. We have already been able to work successfully with some Head Teachers to find early solutions, such as spilt contracts. This has helped to address issues for individual TAs and meet the business needs of the schools.

We are aware that you will have received a new 'Statement of Particular' (contract) this week. This is to confirm your contracted hours and grade. We will continue to discuss with the Council and Head Teachers the detailed implementation in the New Year and hold further cluster meetings to keep you updated on issues.

Once again, if you have not received a response to your query, or have any additional concerns, please contact UNISON through the designated Durham Teaching Assistant inbox:
Durham.TAs@unison.co.uk




The branch office is open:

Monday to Friday

Telephone :
03000 263300 / 263301

Email:
unison@durham.gov.uk

Website
www.durhamunison.info

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