

# Durham Local Government UNISON Bulletin

22 January 2018

## Schools Edition

As communicated in previous bulletins, UNISON has been working with the Council, Heads and TAs on the implementation of the new grading structure and the application of the new 37 hours.

Clear guidance in relation to the new hours being worked in a flexible way has been issued to all Heads and it has been made clear that there should be discussion with TAs on this and any individual needs that people have. This needs to be monitored and any significant issues will continue to be addressed with the Council and Heads.

With regards to Enhanced TAs delivering lessons, there is a need to have a clear picture of what TAs are being asked to do that is different to what they were doing before Christmas and, for those who were already delivering lessons, how often they are being expected to do this. If this applies to you, please email details to [durham.TAs@unison.co.uk](mailto:durham.TAs@unison.co.uk).

The next Progression Board meeting is on January 31<sup>st</sup> and it would be useful to have a cohesive picture across the county by then.

We understand that this issue has not been resolved for all TAs and we are continuing to work on addressing it and finding suitable solutions with Heads and TAs. We have previously explained that, to be able to do this, we need a period of time to know where TAs are being asked to deliver lessons regularly so we can then work with the Council and Heads to find a long-term solution. Clear guidance has been issued about this and we are continuing to map and monitor the day to day issues. UNISON, working with the Council and some Heads, has already negotiated a way forward on this including the use of split contracts and this is working well.

The deadline for lodging Appeals was December and UNISON supported many staff through this process. We are currently waiting for the outcome of these Appeals and we have asked the Council for an urgent update. We are actively monitoring this and will continue to support any TA who has lodged an appeal which does not have a successful outcome.

The Progression Board is also tasked with monitoring the reduction in the number of TAs who potentially would require compensation in 2020 with a clear view to reducing those numbers as soon as possible. This work is happening and is a priority.

UNISON will be organising further cluster meetings over the next few weeks.



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