

“National consistency, local flexibility”

THE SCHOOL SUPPORT STAFF NEGOTIATING BODY

Presentation to WAMG 5 November 2008
by

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A YEAR AGO.....

- Last formal presentation November 2007
- Several interim reports and discussions
- The plan in November 2007 was –
 1. Shadow body Jan 08
 2. Independent chair Feb 08
 3. Intention to recruit contractor support to assist SSWG with the development of a pay and conditions framework during the summer 2008.
 4. Full Council established Sept 08

WHAT HAPPENED?

- Cross government clearance
- New basis for negotiating body
 - Statutory
 - Guidance letter
 - Ratification
- And we have not stood still

WORKSTREAMS

- Recognition and facility time
- Common contract and conditions
- Standardised jobs/roles/components
- JE and pay structure
- Career and professional development

FACILITIES

- Workstream on TU facilities
- Effect on other unions and employers
- TUC led dialogue
- Draft proposal being prepared
- National protocol leading to local agreements

DESIGNING SOLUTIONS

- Need for consultants to help design work
- Formal appointments process
- BCHR successful applicants
- Appointed initially to November now to February 2009.
- Focussing on (1) contract (2) jobs and pay

INDEPENDENT CHAIR

- Part facilitator, part conduit
- Formal process
- Now appointed
- Philip Ashmore

THE SSSNB

- Drafting work being completed on legislative changes
- Constitution needs tweaking
- Negotiating body being prepared for December 08 – in non-statutory form
- Statutory powers effective Autumn 2009

REVISED TIMETABLE

- Independent chair and consultants appointed
- New Body December 2008
- Statutory powers Autumn 2009
- Implementation target following statutory powers to ensure compliance

COMMUNICATIONS

- 2 short communications so far
- Timescales raise need
- Audiences include school leaders and governors
- Ideas need to be tested before being finalised

NEXT STEPS

- Body set up
- Continue work on core contract
- Progress work on jobs and pay
- Communicate
- Progress facilities work
- Continue statutory work
- Aim for Autumn 2009

Social Partnership

