

Barnet UNISON

Unified Reward History from 2016 to June 2017



1. Unified Pay Update – Please read

<http://www.barnetunison.me.uk/wp/2016/01/29/unified-pay-update-please-read/>

Dear Colleagues

Barnet Council issued the following statement yesterday Thursday 28 January 2016:

“The following communication applies to directly employed council staff, with the exception of those employed in Education and Skills who are currently subject to alternative delivery model proposals. The proposals will automatically apply to non-teaching staff in Community Schools. These proposals do not automatically apply to non-teaching staff in non-community schools where it is for the governing body to decide.

As you will know, the council has been working on the Unified Reward project since 2012, reviewing the basic pay, terms and conditions of all staff, including support staff in community schools whose terms and conditions are governed by National Joint Council (NJC), but excluding Education and Skills staff. The council’s aims and

objectives of Unified Reward is to create a pay and reward system which is simpler, fairer, more flexible and rewards performance. The council believes this was needed to address the wide range of grades that had been created across the authority, remove inconsistencies and to ensure that staff are being rewarded for the work they do. The trade unions have worked closely with the council to jointly evaluate more than 4,000 jobs.

Since October 2015, the council has been negotiating with the trade unions on the updated package of proposals. Those negotiations have now reached a conclusion, and both the council and trade unions will be in a position to shortly present a full package of proposals to staff for the purposes of consultation.

The last three months of negotiations have been looking at a number of elements. As well as reviewing basic pay, other forms of pay and reward have been reviewed, and terms and conditions including changes to annual leave, sickness and other allowances have all been discussed. The negotiations have been constructive and both the council and your trade unions have moved from their initial positions, to try and reach the mutual goal of a fair package for all, to present to staff for consultation.

The council and trade unions have now in principle reached an agreement on the proposals to be shared with and considered by staff through a formal consultation process, which for the council will take place in the form of briefings and for trade union members will be conducted by way of a formal consultative ballot according to their democratic procedures.

We will let you know more about these council briefings and how you can book your place soon.

Any questions you have about the process at this stage should be directed to unified.reward@barnet.gov.uk.

You can contact your trade union at contactus@barnetunison.org.uk or mary.goodson@barnet.gov.uk

IMPORTANT PLEASE NOTE :

If you have any questions or concerns please email the Council at unified.reward@barnet.gov.uk and copy in UNISON at contactus@barnetunison.org.uk

2. Barnet UNISON briefings on the Unified Pay Proposals

We have managed to book the following meetings but we are looking to organise more meetings.

We are looking to book some meetings across a number of schools.

If you want a meeting in your school please contact the UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk

10 February 2016 Barnet House committee room 4, 1.30 – 2.30 pm

15 February 2016 NLBP Room G2, 11am – 12 noon

18 February 2016 Barnet House committee room 1, 12 – 1.30 pm

25 February 2016 Barnet House committee room 3, 12.30 – 1.30 pm

29 February 2016 Barnet House committee room 2, 12 – 2 pm

29 February 2016 NLBP Room G2, 12 – 2 pm.

<http://www.barnetunison.me.uk/wp/2016/02/05/barnet-unison-briefings-on-the-unified-pay-proposals/>

4. Briefing Timetable

<http://www.barnetunison.me.uk/wp/wp-content/uploads/UNIFIED%20PAY%20BRIEFING%20TIMETABLE.pdf>

5. Barnet UNISON Unified Pay Update 1: 5 July 2016.

By now all of our members should have received a letter from HR about their individual circumstances.

If you have not received your letter please alert your line manager and contact:

Unified Reward helpline on 0330 606 4444 (option 1) or email barnethrpayroll@capita-services.co.uk or Unified.reward@barnet.gov.uk

We have already started to receive contact from some of our members about the content of the letters.

Our office is collating the names and details and requesting that members provide copies of all communication they have had so far and any documents that they send.

Myths

We have heard some disturbing reports that staff with concerns are being told that if UNISON cannot attend a meeting in relation to their concerns they should still attend that meeting. Firstly we do not recognise this advice as HR is fully supportive of UNISON being part of the process and that includes the most important part: looking after your interests. If you are given a date, you simply need to contact the branch and we will liaise with HR to agree a new date.

Deadlines for Appeals

We understand that members are concerned about meeting deadlines. We have spoken to HR and these deadlines are going to have to be extended as we need to ensure there is adequate time to process everyone's request.

What are some of the issues being raised?

It is really important we quickly establish what the issues are for you:

Grading dispute.

This where a member or a number of members believe the new grade does not reflect the work they do. In this case it is important that you register your right of Appeal and contact the UNISON office.

Other Payments

There are reports coming in where members are reporting that they are losing money because of changes to their other payments (not basic pay). This is not part of an appeal process but does need to be addressed as part of Unified pay. We have already alerted HR about these emerging issues. Therefore we need members to follow the same process and contact the branch with all the relevant details.

How will it all start?

As part of the process agreed with HR, there is an informal process which is in place to see if there is a way to resolve the issues without going through a formal appeal hearing. This means that the first meeting will be with you, your UNISON rep, your line manager and HR. For this meeting everyone will need to have all the relevant information in advance of the meeting. Therefore before this meeting takes place you need to meet with your UNISON rep to go through your case and be ready for the informal meeting.

3 things you need to do

Ring the UNISON office on 0208359 2088 or email contactus@barnetunison.org.uk

Provide a copy of your letter with a brief explanation of your concerns together with a copy of your completed appeal form.

Provide a recent copy of your payslip.

<http://www.barnetunison.me.uk/wp/2016/07/05/barnet-unison-unified-pay-update-1-5-july-2016/>

6. IMPORTANT: Unified Pay update 5 September 2016

Dear UNISON members

Do I need to sign or not sign my new contracts?

Barnet Council is issuing all its staff with new contracts following the Unified Pay agreement.

The letter asks staff to sign the new contract detailing the new Terms & Conditions.

Whilst the majority of workers will have no concerns about signing the new contract there are some who will want to seek advice before signing.

For example any worker who is querying their new grade or the content of the Terms & Conditions.

I have spoken to the Council and no worker will be told they have to sign the contract immediately.

Please make sure you keep a copy of your contract in a safe place.

If you are in doubt ring the UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk in order we can provide some advice.

If anyone feels they are being forced into signing the contract please make urgent contact with the UNISON office.

Schools staff

I have been advised that new contracts for all Barnet Council schools staff are going out later, but the advice as above will also apply. As soon as we know the date Barnet Council will be issuing new contracts we will be in touch again.

Help with understanding Unified Pay

We do understand that some of the communication from the Council has been confusing which is why Barnet UNISON wants to make sure all of our members have an opportunity to understand what the agreement will mean for them individually.

I am leading on Appeals together with other trained UNISON reps for our members and 1 to 1 meetings are already being arranged.

If you have not yet formally registered your appeal/concerns please inform the council at Unified Reward helpline on 0330 606 4444 (option 1) or email barnethrpayroll@capita-services.co.uk or Unified.reward@barnet.gov.uk and send a copy of your appeal/concerns to the UNISON office.

Collective issues.

For some staff, for example Coach Escorts and Nursery Nurses there are shared collective issues for all of the staff in that particular role; in which case we will be acting on behalf of all of our members in each of these particular roles. It would be helpful for our records and preparation that members in these roles provide UNISON with a copy of their letters.

Time for you.

It is important to let all of our members that we have time to meet and discuss options, whilst the Council has changed the deadlines for Appeals, there is a willingness from the Council for each member of staff to have the right to raise their appeal/concerns. The procedure being followed is UNISON meetings are being scheduled with before a meeting is organised with the Council.

John Burgess

Branch Secretary

Barnet UNISON

7. To: All Barnet UNISON members employed directly by Barnet Council (including schools) only.

Contact details:

Members can contact the branch on 0208 359 2088 or email contactus@barnetunison.org.uk

Deadlines

I know that before the summer there was a lot of pressure placed on staff to submit appeals even if they were unsure of the grounds. I can advise all of our members that as long as they have registered the appeal and notified the branch then they will have a 1:1, or a group meeting if the appeal is a collective appeal, with UNISON. Once you have met with UNISON, depending on the agreed way forward, UNISON will deal directly with the Unified pay team and HR. If you are unsure about any of the advice please contact the branch.

Submit your Appeals

Please submit your Appeal to Unified Reward Team, HR Building 4, North London Business Park, Oakleigh Road South, London, N11 1NP.

Collective issues

For example where there are number of workers with the same job description all raising the same issue for example Nursery Nurses, TA's on 52 week contracts, Coach Escorts. Meal Time Supervisors.

Individual issues.

There can be a myriad of issues, which is why it is important that UNISON members with any concerns make urgent contact with the UNISON office

There are two groups of workers Barnet UNISON is currently supporting.

1. Council corporate workforce (not schools)

Over the summer break I have been meeting with some of our members to discuss the details of their issues. These have been a mixture of collective and individual issues. Individual issues will need to be dealt with in 1:1 meetings with UNISON. If you have an individual issue and you have not yet been contacted by UNISON, please contact the branch.

Below is a brief overview of the collective issues in the various Service Delivery Units which I am pushing to be resolved over the next few weeks.

Street Scene

I have had meetings with HR and management to look at the following roles

Coach Escorts

Commercial Vehicle Technicians

Waste & Recycling drivers

Adults

There are a number of individual appeals/issues

Two local agreements covering Weekend Working and Practice Teaching payments have been signed off

Commissioning

I have begun discussions with HR about a number of posts which will be following up with individual members in due course.

Family Services

Duty Support Officer

Personal Advisor

The above roles have been the subject of a number of discussions as to how to move forward.

The Library service has recently submitted a local agreement for Sunday working payments, which is due to be signed off.

2. Council school staff (does not include Faith, Voluntary Aided schools and Academies)

The UNISON school team is now available to support members. Louis Smyth on Mondays & Tuesdays, and Nadia Joseph on Fridays during Term Time.

The following posts are subject to collective appeals with discussions due to start with the Council. If you are in one of the posts below and you are projected to lose pay in April 2018 it is important that you submit the appeal form before 19 September and send a copy to the UNISON office.

Nursery Nurses (retainer issue)

Teaching Assistants (52 week contract issue)

Meal Time Supervisors

If you have any issues that are not included in the above three roles please submit the appeal form before 19 September and send a copy to the UNISON office.

3. Do I need to sign or not sign my new contract?

Barnet Council has already issued all its corporate staff (not schools) with new contracts following the Unified Pay agreement.

The letter accompanying the contract asks staff to sign the new contract detailing the new Terms & Conditions.

Whilst the majority of workers will have no concerns about signing the new contract there are some who will want to seek advice before signing.

For example any worker who is querying their new grade or the content of the Terms & Conditions.

I have spoken to the Council and no worker will be told they have to sign the contract immediately.

Please make sure you keep a copy of your contract in a safe place.

If you are in doubt ring the UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk in order we can provide some advice.

If anyone feels they are being forced into signing the contract please make urgent contact with the UNISON office.

****** SCHOOLS STAFF. At some point Barnet Council issue new contracts to all their school staff, when the branch is notified we will alert our members to the above advice.**

Contact details:

Members can contact the branch on 0208 359 2088 or email contactus@barnetunison.org.uk

8. BREAKING NEWS: 100% of Barnet UNISON members working in Barnet Schools voted YES in a Poll to “End to Term-Time Pay in Schools”

The issue of Term Time Pay has reached the attention of national media in recent weeks as a result of a number of disputes of Teaching Assistants in Derby and Durham.

Last week “UNISON general secretary Dave Prentis left the TUC conference in Brighton to join the teaching assistants on Parliament Square.

He told them that all of UNISON’s 1.3 million members were behind them and said “these cuts are happening because of the cruel squeeze on finances from Westminster, as the government continues its austerity fuelled war on public services.”

He also said that how they have been treated by their council is a disgrace.”

<https://www.unison.org.uk/news/article/2016/09/derby-lobby/>

The above report was addressed to the striking Derby Teaching Assistants who came down to the House of Commons to highlight the brutal impact of the 25% pay cut by their employer Derby City Council.

In Durham, Teaching Assistants are facing a 23% pay cut and whilst they are currently being balloted on an offer, the grassroots feedback is that it will be rejected.

The two disputes Derby & Durham have raised the profile for the launch of a wider campaign that has been needed for more than a decade.

In Barnet, UNISON are well aware of the dedication, hard work and unpaid hours that our members deliver to provide high quality education for children. In particular our members have played a critical role in delivering the inclusion agenda in schools which is something we should all be proud of.

The imposition of Term-Time Pay (TTP) openly discriminates against low paid female workers.

For those unfamiliar with TTP, it is not applicable to Teachers. Teachers are covered by a national agreement and whilst they do work term time only they are paid as full time employees.

However, in the case of the rest of staff working in schools they are not treated a full time employees hence TTP.

In Derby and Durham the teaching assistant are clearly not prepared to lose 25% without a fight.

Barnet UNISON members have confirmed through our Poll that they support the proposal that all staff working in a school should be treated equally with teachers as full time employees.

Recent developments:

In June 2016 at UNISON conference: “UNISON is to campaign for school workers across the UK to be employed during every week of the year, local government delegates in Brighton declared this afternoon.”

<https://www.unison.org.uk/news/article/2016/06/unison-pledges-campaign-for-an-end-to-school-workers-term-time-contracts/>

In July 2016 at the Durham Miners Gala Jeremy Corbyn gave an electrifying speech and took the opportunity in his speech to issue a message of solidarity for the Durham Teaching Assistants. “Get it sorted!” listen here

<https://youtu.be/wd8yZLclFCs>

In August 2016 Jeremy Corbyn issued a much more substantial message

“The government must fund teaching assistants every week of the year”

<http://www.barnetunison.me.uk/wp/2016/08/30/jeremy-corbyn-pledge-to-end-term-time-pay-in-schools/>

John Burgess, Barnet UNISON Branch Secretary said: “Now that Jeremy has been re-elected Leader of the Labour Party, now is the time to support the UNISON statement made at conference to “campaign for school workers across the UK to be employed during every week of the year.” We are asking all of our members, their family and friends to sign Petition to Prime Minister Theresa May to end Term Time Pay in Schools <https://www.change.org/p/theresa-may-mp-end-term-time-pay-in->

schools . We all agree in UNISON that Term Time Pay is discriminatory. Time for talking is over. Time for action is now. Solidarity.”

9. Unified Pay Update 18 October 2016

To: All Barnet UNISON members employed directly by Barnet Council (including schools) only.

Contact details: Members can contact the branch on 0208 359 2088 or email contactus@barnetunison.org.uk

Collective issues

For example where there are number of workers with the same job description all raising the same issue for example Nursery Nurses, TA's on 52 week contracts, Coach Escorts. Meal Time Supervisors.

Individual issues.

There can be a myriad of issues, which is why it is important that UNISON members with any concerns make urgent contact with the UNISON office

There are two groups of workers Barnet UNISON is currently supporting.

Council corporate workforce (not schools)

Below is a brief overview of the collective issues in the various Service Delivery Units. Please note I have weekly meetings with HR for the all the service delivery units to discuss collective and individual issues.

Street Scene

Coach Escorts: Later this week I am attending a meeting with management and the coach escorts to discuss a proposal to address their concerns.

Commercial Vehicle Technicians: – I am advised the Council is close to having a proposals to share with the staff and trade unions.

Waste & Recycling drivers: This has been resolved.

Adults

There are a number of individual appeals/issues and stage 1 meetings are now being arranged.

Two local agreements covering Weekend Working and Practice Teaching payments have been signed off

Commissioning

DLO: HR have advised letters with an interim offer are due to be sent out shortly. After which a meeting will be held for all staff at which UNISON will be present.

Discussions with HR started last week, some of the cases will go to Stage 2 Appeal and some will be going for a fresh evaluation.

Family Services

Duty Support Officer: I have met with members and I will be having detailed discussions with HR in my weekly meeting on Monday 24 October.

Personal Advisor: I have been advised a new job description is being produced.

The Library service submitted a local agreement for Sunday working payments, and it has been signed off.

Council school staff (does not include Faith, Voluntary Aided schools and Academies)

The UNISON school team is now available to support members. Louis Smyth on Mondays & Tuesdays, and Nadia Joseph on Fridays during Term Time.

The following posts are subject to collective appeals with initial discussions due to start with the Council:

Nursery Nurses (retainer issue)

Teaching Assistants (52 week contract issue)

Meal Time Supervisors

Individual issues.

Once I have met with HR covering schools I will be in touch with the UNISON members that submitted their appeals.

Do I need to sign or not sign my new contract?

Barnet Council has already issued all its corporate staff (not schools) with new contracts following the Unified Pay agreement.

The letter accompanying the contract asks staff to sign the new contract detailing the new Terms & Conditions.

Whilst the majority of workers will have no concerns about signing the new contract there are some who will want to seek advice before signing. For example any worker who is querying their new grade or the content of the Terms & Conditions.

I have spoken to the Council and no worker will be told they have to sign the contract immediately.

Please make sure you keep a copy of your contract in a safe place.

If you are in doubt ring the UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk in order we can provide some advice.

If anyone feels they are being forced into signing the contract please make urgent contact with the UNISON office.

**** SCHOOLS STAFF. At some point Barnet Council issue new contracts to all their school staff, when the branch is notified we will alert our members to the above advice.

10. Unified Pay round up – please read

<http://www.barnetunison.me.uk/wp/2016/11/29/unified-pay-round-up-please-read/>

Dear Barnet UNISON members

As we are nearing the completion of Job Evaluation Appeals for Council workers (non-schools), I thought it important to provide an update on progress.

I had originally thought we would get through all of the outstanding issues including schools before Christmas break. This is not going to happen.

However I do expect all outstanding issues for Council workers (non-schools), will be completed early in the New Year.

As a consequence of not completing the Appeals for Council workers (non-schools), we are only starting now to look at the Schools staff Appeals.

I would like to recap on the two types of Appeals:

Group Appeals

This is an appeal for a job where there are a number of post holders such as Teaching Assistant, ICT technician, Nursery Nurse, School Business Manager. The impact of a Group Appeal directly impacts on all post holders in that role.

Individual Appeals

These are appeals for unique post holders, that is where there is only one person holding that particular job (it could be a job share).

Grounds for Appeal

I know there has been confusion as to what to put down as grounds for appeal, some members have been specific and others have ticked all the boxes. I want to assure UNISON members this will not disadvantage you, because it will be at the Stage 1 meeting where we establish what the issue is. In terms of feedback so far, fewer than 20% of the meetings I am having are actual true appeals. Often there are other issues which need other solutions.

Stage 1 meetings in schools

At these meetings there will be someone from UNISON, the member, a Barnet Council HR representative and the Head (or other senior manager in the school). At this meeting we will discuss the issue and the possible solutions. I have already requested a number of Stage 1 meetings to be arranged.

Stage 2 meetings

This is a meeting with the member accompanied by UNISON at which we jointly present our case to an Appeal Panel (consisting of a member of HR and a union rep) for an appeal against the grade.

*** Please note it is very important that UNISON members do not go to any formal Stage 1 or Stage 2 meetings without their UNISON rep present. All Stage 1 & 2 meetings will, if possible take place in the school.

52 weeks Teaching Assistants

A meeting is being convened to discuss the 3.4% loss after which I will report on the agreed way forward.

Nursery Nurses

A meeting is being convened to discuss the 3.4% loss after which I will report on the agreed way forward.

Solidarity

John Burgess

Branch Secretary Barnet UNISON

11. Unified Pay: “Myths & Updates” – School staff please read

<http://www.barnetunison.me.uk/wp/2017/02/03/unified-pay-myths-updates-school-staff-please-read/>

New contracts

Last term Barnet Council employees received their new contracts. Most staff had no issues so they signed their contract. There were a smaller group of workers who had issues. For these staff UNISON advised that they did not need to sign until the appeal/issue had been resolved. In some cases some staff signed even though they had an outstanding issue. In which case once their appeal was resolved they received an updated contract. It is important that members keep a copy of their new contracts somewhere secure.

School staff:

I have been informed that Barnet Council are about to issue new contracts for all their employees (excluding teachers) in schools

It is really important that if UNISON members do have any issues or concerns they contact the Barnet UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk

On Monday and Tuesday we have Louis Smyth specifically to deal with UNISON school member issues and Nadia Joseph on Wednesday.

Myth

“If I don’t sign the contract I will be made redundant”

No, no no. This is not correct. If you feel any pressure or are uncertain what to do then please contact your local rep or the unison office.

Sick Pay Scheme

In the new contract there is mention of a potential change which could see some staff having pay deducted if they are off sick. It is important to note that this is an ‘if.’ UNISON are already in negotiations about a new sickness policy, until we have reached an agreement the current sickness scheme is in place. It is worth noting that the original Council proposals was to withdraw from the current sick pay scheme for example end the 6 months full pay, 6 months half pay if you were seriously ill

Nursery Nurse group appeal

In the negotiations with the council there was an agreement that discussion about the 3.4% would continue after implementation. I can report that I am in the process of putting together an appeal for the Nursery Nurses with the support of some of our members. A meeting whereby I will be giving feedback on what I am proposing is being held

52 Week Teaching Assistants group appeal

I am meeting with the Council negotiating team to discuss a proposal which I hope I will be able to discuss with members shortly.

Individual Appeals

I have a list of members who have individual appeals. It is very important that members provide the UNISON office with all documentation, and arrange for a 1:1 meeting with me in order that I can best able to provide you with support. I have been supporting non schools members for the last five months and this process has worked well.

*** If you have sent in an appeal and have not notified UNISON, we will not be able to help. It is very important that you notify the branch if you want the support.

Stage 1 appeals

These meetings are not meant to be stressful for members. They an opportunity for a discussion with the employer, employee and their UNISON rep. In the many other Stage 1 meetings for non-school staff, management have been very supportive of any of their staff who are facing a loss in pay. I have found that the approach taken for non-schools staff has been largely positive for staff. The solution to the loss in pay can often be resolved by exploring a number of different approaches.

I would hope that UNISON members working in schools would expect that they should have the same treatment.

This is why when UNISON members working in schools contact the branch for support, they will be offered a 1:1 meeting with me. I need to listen and then advise, before we go into the Stage 1 meeting.

Faith schools

A number of faith schools are adopting Unified Pay collective agreement. It is important that members make sure they keep our office informed if they have any issues or concerns.

It is really important that if UNISON members do have any issues or concerns they contact the Barnet UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk

12. Unified Reward Update – Schools 3 March 2017

<http://www.barnetunison.me.uk/wp/2017/03/03/unified-reward-update-schools-3-march-2017/>

Dear Barnet UNISON members working in schools please note the following update:

Nursery Nurses (Early Years Educators)

Barnet UNISON will be submitting a group appeal for Nursery Nurses week commencing 6 March. More details will be provided as to what you need to do.

New contracts – Please read

It has come to our attention that staff are being pressurised to sign the contracts. Please note the following:

Last term non-school Barnet Council employees received their new contracts. Most staff had no issues so they signed their contract. There was a smaller group of workers who did have outstanding issues. For these staff UNISON advised that they did not need to sign until the appeal/issue had been resolved. In some cases some staff still signed even though they had an outstanding issue. In which case once their appeal was resolved they received an updated contract.

It is important that members keep a copy of their new contracts somewhere secure.

If you have any questions about the wording in the contracts please contact the Barnet UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk

We will be writing to the Council with our member's questions and will publicise their responses.

UNISON Lead school reps are:

- Louis Smyth specifically on Monday/Tuesday.
- Nadia Joseph on Wednesday.

It is really important that if UNISON members do have any issues or concerns they contact the Barnet UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk

52 Week Teaching Assistants group appeal

I am meeting with the Council negotiating team on Monday 6 March to discuss a proposal which I hope I will be able to discuss with members shortly.

Individual Appeals

I have a list of members who have individual appeals. It is very important that members provide the UNISON office with all documentation, and arrange for a 1:1 meeting with me in order that I can best able to provide you with support. I have been supporting non schools members for the last five months and this process has worked well.

*** If you have sent in an appeal and have not notified UNISON, we will not be able to help. It is very important that you notify the branch if you want the support.

Stage 1 appeals

These meetings are not meant to be stressful for members. They are an opportunity for a discussion with the employer, employee and their UNISON rep. In the many other Stage 1 meetings for non-school staff, management have been very supportive of any of their staff who are facing a loss in pay. I have found that the approach taken for non-schools staff has been largely positive for staff. The solution to the loss in pay can often be resolved by exploring a number of different approaches.

I would hope that UNISON members working in schools would expect that they should have the same treatment.

This is why when UNISON members working in schools contact the branch for support, they will be offered a 1:1 meeting with me. I need to read all of your paperwork before I can advise, before we go into the Stage 1 meeting.

Faith & Voluntary aided schools

A number of faith schools are adopting Unified Pay collective agreement. It is important that members make sure they keep our office informed if they have any issues or concerns.

It is really important that if UNISON members do have any issues or concerns they contact the Barnet UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk

You are invited to

Barnet UNISON AGM on Tuesday 7 March 4pm at Christ Church at Whetstone (Lower Hall) Oakleigh Park, North N20 9AR

Food and refreshments provided

13. Let us help: Barnet UNISON plea to School Support Staff

<http://www.barnetunison.me.uk/wp/2017/03/21/let-us-help-barnet-unison-plea-to-school-support-staff/>

You are worth it.

You are entitled to be treated like any other member of staff in your school.

Everyone in a school contributes to a healthy education environment in which children can thrive.

I am making my plea out of frustration.

I have spent the last six months working through outstanding grading appeals and pay issues for Barnet Council workers, but not school staff.

In the last three months I have started on my list of School Support Staff who are in need of support and advice concerning their pay.

The difference in working environments is appalling and unfair. The rest of the Council workforce have been subject to cuts and mass outsourcing, but in relation to their pay and grading the application has been without pressure.

BUT, in schools it is oh so different.

Why must some Schools always refer to budget cuts and letting staff go?

Why do some Schools complain about not being involved when they were?

Why are School Support Staff left to feel that they are wrong to challenge the grade, in most cases they are losing money, and they don't earn much money anyway.

I have never seen equivalent fear like it in a workplace, grown women and men with huge life experience are sometimes too scared to let the union fight their corner for fear of reprisals.

Barnet UNISON will not be going anywhere and will continue to offer our fullest support for all of our support staff.

If you work in a school and need our help please contact the branch on 0208 359 2088 or email contactus@barnetunison.org.uk

14. IMPORTANT NURSERY NURSE APPEAL UPDATE

<http://www.barnetunison.me.uk/wp/2017/03/30/important-nursery-nurse-appeal-update/>

Dear Colleagues

Barnet Council have delivered Appeal Letters to all Level 3 Nursery Nurse, except for staff working in BEYA.

Letters to BEYA staff are being sent today.

I have been informed the letters have been sent to the Head and the letters are being handed out to staff in the school.

It is really important that you respond immediately by ticking the box marked "I AGREE" in favour of the Appeal taking place.

Please make sure you respond immediately back to the Council.

For the Appeal to go forward we need over 50% of the Nursery Nurses to agree.

Once you have submitted your response you do not need to do anything.

Barnet UNISON will inform you of the date of the Appeal and the outcome.

I will be presenting the Appeal on behalf of Barnet UNISON members with the support of some Nursery Nurse UNISON reps.

If you have any questions or concerns please contact the Barnet UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk

John Burgess

Branch Secretary

Barnet UNISON

15. IMPORTANT UPDATE: Barnet Council Group Appeals for school staff

<http://www.barnetunison.me.uk/wp/2017/04/25/important-update-barnet-council-group-appeals-for-school-staff/>

To: Barnet UNISON members working in Barnet Council community schools.

We are currently supporting individual staff in unique roles with their issues.

However there are a number of staff who are in roles which are covered by what are referred to as Group Appeals.

What is a Group Appeal?

This is an appeal for a job where there are a number of post holders such as Teaching Assistant, ICT technician, Nursery Nurse, School Business Manager.

The impact of a Group Appeal directly impacts on all post holders in that role.

Before Barnet UNISON requests an Appeal we will organise meetings and send out invites for members to come along in order we can explain the process.

We have already had a series of successful meetings with Nursery Nurses who provided UNISON with valuable information about the work they do in the classroom. It is important that if you receive a request to attend a UNISON meeting after work that you try to attend one of them.

What is a formal request for an Appeal?

Barnet UNISON will notify Barnet Council to begin the ballot of members about the Appeal. Barnet Council will send a letter to all staff in that specific role asking staff if they support the Appeal request (a simple Yes or No)

It is really important that all members respond immediately that they want the Appeal to go ahead. Barnet UNISON will notify our members the ballot has begun in order we get a high turnout (we need more than 50%)

Just recently UNISON requested an Appeal for Nursery Nurses and we quickly managed to get over 80% of our members all voting YES to supporting our request to take their case to an Appeal Hearing.

What happens in an Appeal Hearing?

The Appeal hearing will be heard by a member of Human Resources (HR) and a Trade Union rep.

Barnet UNISON reps with the support of the Branch Secretary John Burgess will prepare and present the group appeal for our members.

Barnet UNISON will be submitting Stage 2 Appeals for the following roles:

Nursery Nurses

Teaching Assistants level 2

Teaching Assistants level 3

Teaching Assistants level 4

Breakfast Club/After Club Level 3

Mealtime Supervisors

Before Barnet UNISON officially requests the Stage 2 Appeals we need to discuss the grounds with as many of our members as possible.

In order to try and ensure maximum participation we will invite members to attend a number of meetings in the summer term 2017.

If you are in doubt about the process then please do not hesitate to contact the Barnet UNISON office at contactus@barnetunison.org.uk or ring 0208 359 2088 or go onto our website <http://www.barnetunison.me.uk/wp/>

Download flyer here sCHOOLS leaflet 1

<http://www.barnetunison.me.uk/wp/wp-content/uploads/2017/04/sCHOOLS-leaflet-1-.pdf>

16. IMPORTANT UPDATE: Barnet Council Group Appeals for school staff

<http://www.barnetunison.me.uk/wp/2017/05/10/important-update-barnet-council-group-appeals-for-school-staff-2/>

Please read here for the update:

<http://www.barnetunison.me.uk/wp/2017/04/25/important-update-barnet-council-group-appeals-for-school-staff/>

17. GOOD NEWS: Nursery Nurse Grading Appeal success

<http://www.barnetunison.me.uk/wp/2017/05/22/good-news-nursery-nurse-grading-appeal-success/>

Barnet UNISON is proud to announce that the Nursery Nurse Group Appeal which took place on Thursday 18 May , 2017 under Unified Pay was a success.

The following message has been sent out to schools today 22 May 2017.

“Dear All,

Thank you for attending the Stage 2 Appeal held on 18th May 2017 for the roles of:

JE0444 – School – Early Years Educator (Nursery Nurse)

JE0581-Early Years Educator – Level 3

We can confirm that both appeals were successful and that the new grade for both posts will be Grade G.

We shall send revised contracts to all affected employees within 10 working days.

Kind Regards,

Unified Reward Team”

I want to first thank the work of Elaine and Beverley our long standing Nursery Nurse reps who were fantastic at the appeal hearing.

I also want to thank all of the Nursery Nurse members for helping provide the much need evidence to help win the Appeal.

The lesson is clear, we need active reps and members in all of our schools.

Now work begins on other Group Appeals.

Solidarity

John Burgess

Branch Secretary

Barnet UNISON

18. Barnet UNISON Nursery Nurse reps feedback on their successful claim

<http://www.barnetunison.me.uk/wp/2017/06/16/5675/>

“Barnet Nursery Nurses won their appeal! This would not have happened without the support and dedication of John Burgess and Unison. Thank you from us all.”

Beverley (UNISON Nursery Nurse rep).

“Barnet unison remained resolute in their commitment throughout this appeal. Showing the importance of working together to ensure ever member has a voice, this was paramount to secure this momenta’s positive conclusion for Barnet Nursery Nurses.”

Elaine Thompson Unison Nursery Nurse Rep.

“Unison has provided steadfast support to the nursery nurses since as far back as 2009. John Burgess in particular advised and guided the three nursery teams that went through the federation process, resulting in a much better staffing structure than had originally been offered.

Throughout every occurrence Unison has kept their members informed and updated so much so that when Unified pay come over the horizon we all had every confidence that our best interests were at the heart of any negotiations they were involved in. The confidence and determination/ tenacity shown by the Unison team was infectious and made us all the more determined to at least have our say.

Knowing John Burgess had championed others and been successful gave us hope and spurred us on to do our homework, galvanise as workers and put our case to the powers that be. Happily we were successful and I'm sure that with Unison on your side any workers have a fighting chance. Good luck comrades!”

Ruth Kevin (UNISON rep)

19. UNISON School Group Appeal meetings

<http://www.barnetunison.me.uk/wp/2017/06/20/unison-school-group-appeal-meetings/>