

# DON'T YOU DESERVE MORE?

The Secretary of State for Children, Schools and Families has said—  
“Teaching Assistants and support staff are transforming what happens in classrooms and helping teachers to focus on doing their best for every child.” This shows that after relentless campaigning by GMB on behalf of our members in education the government has finally recognised that you are a vital, integral part of our children’s education. **Schools would now find it very difficult if not impossible to operate without you.**

As far as GMB are concerned this means that, like the teachers, you should have your own negotiating body separate from other council workers, so that your skills, interests and needs can be better taken into account

### **Fairness not favours**

GMB were optimistic that Job Evaluation under Single Status was going to put an end once and for all to support staff being undervalued and treated like a ‘mum’s army’—doing their local schools a favour by turning up and helping out and being rewarded with what is left

from the petty cash tin as a favour in return. Whilst in some Local Authorities, after much hard work by GMB, Job Evaluation has delivered increases in pay and status for our members unfortunately it has failed to deliver in many others.

National Local Government negotiations on pay and conditions have not recognised your unique situation and on many occasions it has seemed that school support staff have been an afterthought to the employer despite relentless GMB campaigning.

### **Rate for the job**

Today we still see job descriptions that carry virtually identical duties and responsibilities, requiring the same skills, knowledge, qualifications and/or experience, being evaluated and one coming out being worth £4,000 pounds a year more than the other simply because one was evaluated by Cambridge County Council and the other by Lancashire County Council.

In schools we see “Term Time Only” pay calculations meaning anything between 38 and 44 weeks a year paid work, depending where you work.



“Part Time” pay pro-ratas range from 35 to 37 hours a week again depending on where you work. These inconsistent practices not only reduce your take home pay each month but will also have a detrimental effect on your pension.

### **Have your say on pay**

GMB are at the forefront of all negotiations in regard to setting up a National Body for school support staff to try to resolve this unfairness once and for all. We will ensure that GMB members are fully consulted on final proposals as and when they are available.

## Join online at [www.gmb.org.uk](http://www.gmb.org.uk)

If you want to organise a meeting at your schools with GMB or to make sure your school receives our regular newsletter, call Paul Wade on 01924 882 255. If you or any of your colleagues working in schools are not members, you can join using the form on the back of the newsletter.

# SAY YES TO SECURITY AT WORK

As a GMB member you are much more **secure** at work because you are part of an **effective** union of 600,000 members. Whether you work full-time or part-time—whatever job you do—GMB can **help** you.

# GMB

PROTECTING YOU  
AT WORK

## WHAT DO I PAY?

GMB keeps membership costs as low as possible. 10 hrs and less 70p a week (3.04) per month, 11 hours and above £1.28 per week (£5.55) per month, if you work full time £2.40 per week (£10.40) per month. The union offers a range of benefits based on what you pay.

## HOW DO I JOIN?

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join), or fill in parts 1, 2 and 3 or 4 of the form below and hand it to your local GMB representative or post it to FREEPOST RRRS-KSGH-REKT, GMB, Cavendish House, 369 Burnt Oak Broadway, Edgware HA8 5AW (you do not need a stamp). If you have any questions contact GMB: email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

**FOR UNION USE ONLY** Section  Branch No  Membership No  Date of joining

## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname	<input type="text"/>	First name	<input type="text"/>	Title	Mrs/Miss/Ms/Mr	Date of birth	<input type="text"/> <input type="text"/> <input type="text"/>
Home address	<input type="text"/>		Home Tel	<input type="text"/>		Email	<input type="text"/>
	Postcode	Mobile	<input type="text"/>		I agree to abide by GMB rules	Signature	<input type="text"/>
Date	We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other: <input type="text"/>						

### 2 TELL US ABOUT YOUR JOB

Employer	<input type="text"/>	Your job	<input type="text"/>				
Address where you work	<input type="text"/>		How many hours a week do you work?	<input type="text"/>	Pay No	<input type="text"/>	
	Postcode	Work Tel	<input type="text"/>		Pay Date	<input type="text"/> <input type="text"/> <input type="text"/>	

### 3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

*Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended*

I authorise my employer to deduct from my pay each week/month the sum of  £  or other amounts as may be fixed by the GMB from time to time.

- Please start the deductions immediately and pay the amounts to the GMB. Cash
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify the GMB of any future change of address.

Signed  Date

### 4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form and send to **GMB**, 22–24 Worples Road, London SW19 4DD

Name and full postal address of your Bank or Building Society branch

To the Manager of	Bank/Building Society
Address	
	Postcode

Name(s) of account holder(s)

Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

Originator's Identification Number

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

**Instructions to your Bank or Building Society.**  
Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks or Building Societies may not accept Direct Debit instructions for some types of account