

The GMB logo consists of the letters 'GMB' in a bold, white, sans-serif font, centered within an orange square.

YOUR UNION IN
SCHOOLS

SCHOOL WORKFORCE NEWS

Issue 20 of the new series

April 2013

...nursery nurses, classroom assistants, secretaries, bursars, school meals staff, TAs, learning support practitioners, sitekeepers, learning mentors, cover supervisors, administrators, cleaners, librarians, midday supervisors, personal care assistants, technicians, HLTAs, School Business Managers.....**GMB, your union in schools**

LOCAL GOVERNMENT PAY OFFER IS 1% NO STRINGS ATTACHED

Last week the national local government employers sent GMB and the other TUs their 'final' offer for 2013 pay. If accepted this offer would apply to all schools covered by the NJC (Green Book), if you are unsure whether this applies to you, check your contract of employment. The offer is a 1% increase to all pay points and to remove spinal column point 4 (the lowest pay point meaning some 20,000 people would move up to point 5). There are no changes to terms and conditions, that is to say there are no strings. The increase, if accepted, will be applied from 1 April 2013.

The next step is that GMB and the other TUs will consider this offer, and for GMB I can confirm that we will put it to members to vote whether to accept or reject it and I will send out further details in due course.

You may recall that the earlier negotiations had resulted in an offer of either 1% with some detrimental changes to conditions or a lower value offer without changes. Therefore the progress we have made by continuing negotiations has been to remove the detrimental strings and instead add a small improvement for the very lowest paid.

In their offer letter, the national employers make some significant comments about their views on the future of local government national negotiations. They allude to trade

union reluctance to negotiate on reform of some Green Book terms and conditions, and say that they believe there is little chance of negotiations on these reforms making any progress in the near future. As a result, they will now consult with councils and regional employers on the future of national negotiations, and encourage local employers to seek changes to national terms and conditions.

I want to be very clear that GMB has at no point failed to engage in negotiations nor have we given any impression other than our total commitment to national negotiations and national conditions, which I know are of particular concern to those of you working in academies which are currently covered by the NJC. I want to be equally clear that any attempt by any employers to break any national conditions will be resisted strongly.

Finally, at this stage I just want to say that although the pay freeze has been broken, it is very disappointing that the offer is only 1%. On average this will equate to about £2.50 a week* for most Support Staff (before tax and pro-rating).

GMB will inform you of the consultative arrangements shortly.

Avril Chambers, GMB National Officer
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Join GMB online at www.gmb.org.uk/join

* For a £13,000 FTE Salary

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 700,000 members. Whether you work full-time or part-time — whatever job you do — GMB can **help** you.



WHERE DO I SEND MY COMPLETED FORM?

Just fill in parts 1, 2 and 3 or 4 below and post it to:

Freepost RSTL-ULCH-JBET
GMB
22 Stephenson Way
LONDON
NW1 2HD

Or hand the form below to your local GMB representative

FOR UNION USE ONLY

Section

Branch No

Membership No

Date of joining

PLEASE USE BLOCK CAPITALS WHEN COMPLETING FORM

1 TELL US ABOUT YOU

Surname	First Name	Title Mrs/Miss/Ms/Mr	Date of Birth
Home Address	Home Tel	I agree to abide by GMB Rules Signature	
Postcode	Mobile		
	Date		
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members		Email	
Bangladeshi	Black African	Black Caribbean	Black British
Indian	Irish	Pakistani	White
			Chinese
			Other

2 TELL US ABOUT YOUR JOB

Employer	Your job
School where you work	How many hours a week do you work?
Postcode	Pay No
	Work Tel
	Pay Date

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	<ul style="list-style-type: none"> Please start the deductions immediately and pay the amounts to the GMB 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 	Cash
I authorise my employer to deduct from my pay each week/month the sum of	Signed:	
£	Date:	
or other amounts as may be fixed by the GMB from time to time		

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

Please fill in the form and send to: Freepost RSTL-ULCH-JBET, GMB, 22 Stephenson Way, LONDON NW1 2HD		Originator's Identification Number	
Name and full postal address of your Bank or Building Society branch		9 7 4 3 3 0	
To the Manager of	Bank/Building Society	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	
Address	Postcode		
Name(s) of account holder(s)	Instructions to your Bank or Building Society		
Bank/Building Society Account Number		Signature(s)	
		Date	
Bank/Building Society Sort Code		Reference number (office use only)	

Bank or Building Societies may not accept Direct Debit instructions for some types of accounts