

BULLETIN FOR SCHOOL SUPPORT STAFF Sept 2022

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**See over for details
on the pay offer**



UNISON, together with our sister unions, are currently in consultation with the Liverpool Archdiocese regarding their proposals to form a new Multi Academy Trust (MAT).

Trade Unions are fundamentally opposed to the academy programme. We have concerns about the transparency and accountability of how the process is conducted, its consultation and then the formation of a MAT and its subsequent governance.

The expansion proposed could potentially increase pressure on the finances of those schools who have been identified, and those in the surrounding area. Currently each school has an SLA (Service-Level Agreement) with each Local Authority, there is value for money contained in the agreement and the expense and expertise is shared by all within the that Authority, by the creation of so many MATs will put a strain on those schools left with the Local Authority.

The development of such a large academy programme will reduce the influence of the local community's "say in their school".

Central support expertise will dramatically be reduced for all schools, resulting in a loss of jobs in specialist roles and creating more instability and rising poverty in your and our local communities.

The proposal does not address the issue of "if a school does not wish to be part of MAT what happens next?" Nor does it allow the community or staff the opportunity to engage in the process or voice an opinion against the programme.

Furthermore, the references to CES policies is something we cannot support. All the unions have expressed their concern and opposition to such documents. The Archdiocese in its proposal states policies will be adopted for new starters which will create a two-tier workforce and therefore will not be an employer of choice.

Join our on-line consultation meetings via Zoom to make sure you are up-to-date on the process.

Thursday 15th September 12.30pm-1.30pm

<https://us06web.zoom.us/j/89895936897?pwd=V2tDTS80S2p6S0FEcUtaQmV5OWZjUT09>

Meeting ID: 898 9593 6897

Passcode: 909242

Thursday 15th September 5pm—6pm

<https://us06web.zoom.us/j/81395008598?pwd=TmhldjZRck9PNnh5bXM1bk40N1ROZz09>

Meeting ID: 813 9500 8598

Passcode: 141939



Vote today. Decide on pay.

In June, the trade unions submitted a pay claim demanding a substantial increase of either £2,000 or RPI (whichever is greater) on all spinal column points, from 1 April 2022. The employer's side have responded with a pay offer for 2022/23 for an **increase of £1,925 on all NJC pay points, with effect from 1 April 2022**. This amount would be added to every point on the pay scale as a fully consolidated pay increase.



This pay offer is much higher than members have seen in recent years and is the highest flat-rate offer made to the public sector this year. It would give members at the bottom end of the pay scale a 10.5% increase in pay – **and more than three-quarters of employees would get a 6% pay rise or more**. The offer is also very close to the £2,000 which UNISON branches and the NJC committee agreed should be a key part of the pay claim.

Having said that, our claim was for £2,000 or RPI inflation, whichever is the higher. RPI inflation is currently 11.8%, so this offer doesn't meet either of those aims, and it doesn't deliver a pay increase that keeps up with the rising cost of living. By not keeping up with these costs, wages are worth less than before – effectively a pay cut – and that discrepancy between pay and inflation only increases for those higher up the pay spine.

The consultation is running until Monday 19th September. You will receive an email from your branch during August with a link to vote online so keep an eye on your emails and make sure to have your say!

If you haven't received an e-mail please contact your branch to make sure your vote is counted.

UNISON is unique in the trade union movement in that it has its own member welfare charity, There for You, which provides a wide range of support services. Click [here](#) to find out more!



Do you receive regular updates from UNISON? If not, It could be because we have incorrect contact details.


To update your details you can:

- Update your own contact information at <https://my.unison.org.uk/> You will need your membership number to do so.
- If you don't know your membership number, call UNISONdirect on 0800 0 857 857

Ask a colleague to join UNISON today

 Join online at joinunison.org

 Call us on 0800 171 2193

 Ask your UNISON rep for an application form