

## **UNISON BALLOTS SCHOOLS MEMBERS IN DERBY CITY**

UNISON has formally started the ballot process following a clear mandate from members working in Schools across Derby City. Following months of discussions and collectively we have exhausted all avenues to try and have School Support Staff views heard and responded to we have taken the ultimate decision to ballot up to and including Industrial Action.

UNISON locally have lodged a formal dispute with the employer. This has been acknowledged but no effort made by the employer to hear the complaint nor respond.

The impact of the changes on 1 June when Derby City Council imposes changes to their Terms and Conditions will mean that:

- Some Schools Support Staff are preparing to lose as much as £300+ a month, which means they will not be able to afford their mortgages there are some who trying to sell the family home, to a smaller property.
- Their value and self-worth is being brought into question.
- Some are being offered a temporary increase in hours to mitigate the loss in pay. This is short term and they cannot plan for the future.
- For others, they are thinking that they would be better off quitting their jobs and living off tax credits and benefits.

There are three key things which our members would like to try and achieve:

1. 37 hour contracts during term time on a permanent basis just like the non-school colleagues (Just like Derbyshire County Council colleagues)
2. 36 months Pay Protection to give them time to adjust their spending accordingly if they are forced to reduce their income (Just like Nottingham City Council Colleagues)
3. A lump sum Compensation and Phasing in package (Just like Durham County Council colleagues)

UNISON members in Derby Schools are now in a position where they feel that their views have not been heard, questions not fully answered at Council Meetings, Petitions acknowledged but not fully responded to, disputes lodged with the Personnel committee haven't been heard and all this lack of response is creating a lot of frustration and a lack of confidence in decision makers at Derby City Council.

UNISON members working in schools and their families have developed an action plan to try and have their views heard and responded to over the weeks until 1 June. They have

produced case studies about themselves and the impact this will have on them and their families.

They are reluctant to carry out this activity and feel uneasy making such a plan. However it is avoidable.

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