

Durham Local Government UNISON Bulletin

21 November 2016

Schools Edition

UNISON Announce Action Short of Strike, 25 November – 16 December 2016

Employers have now received notice that our balloted members will be taking Action Short of Strike (ASOS) from 25 November until 16 December 2016.

From this date we are therefore instructing UNISON members covered by the ballot to work their contractual hours only, and only carry out duties that correspond to their grade and contract (i.e. TA Level 3 Enhanced).

In terms of contractual hours, this means you would:

- Start and end your shift in line with your contract, and do not come into work any earlier or stay any later (unless this is covered by a separate contract, for example a separate contract to run a Breakfast Club).
- Take your unpaid breaks when you normally would and do not take on any work during these breaks.
- Do not take work home or work overtime

Although contractual hours are relatively straightforward, we are conscious that working to your job description is more complex – especially in schools.

If you do not have a copy of your job description, a generic summary of duties can be found on the Council's website under the TA consultation (<http://www.durham.gov.uk/article/6912/Teaching-assistant-consultation>); however, this list is not exhaustive and we recommend you consult your specific job description as well.

If you are directed by your Headteacher or line manager to conduct work outside your grade - or work additional hours - please inform them that UNISON have notified employers and issued instructions to members balloted that you are to take ASOS from 25 November 2016.



The branch office is open:

Monday to Friday

Telephone :
03000 263300 / 263301

Email:
unison@durham.gov.uk

Website
www.durhamunison.info



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join on line at www.joinunison.org

Frequently Asked Questions

Q: I am a TA3, how many classes should I cover?

A: *There is no set figure, but at this level short term cover should only be on an 'ad hoc basis'. If cover is timetabled on a regular basis, this is potentially a TA3 Enhanced Duty.*

Q: When should I be taking my breaks and how long am I entitled to?

A: *This varies between schools, but we suggest that you take your breaks in line with the current arrangements. Your school may ask you to take your break at a different time, which is acceptable as long as you're still getting an uninterrupted unpaid break. In terms of your entitlement, your terms and conditions entitle you to a 30 minute unpaid break after 6 hours of work.*

Q: I have a late team meeting. Do I still have to attend?

A: *If this meeting is outside your contractual hours the answer is no. Please bear in mind, however, that some schools divide up CPD days to cover twilight meetings, so if that is the case you would need to attend.*

Q: I am a UNISON member in a school but I am not a TA. Can I take ASOS in solidarity?

A: *Only UNISON members who have been balloted for industrial action are legally protected to take ASOS. Depending on the situation, refusing what could be deemed as a reasonable request from your line manager may result in disciplinary action.*

A separate bulletin will be circulated regarding strike hardship pay before deductions are taken from December's pay.

Thinking of joining, contact us in the branch or you can
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