



SSSNB - Update

School Support Staff Negotiating

Body

Rob Bailey
Principal Advisor

**Just as you thought it was
safe to go back in the
water.**

- Jaws!!



Current Situation



- The Apprenticeships, Skills, Children and Learning (ASCL) Bill enacted on 12 Nov 2009
- SSSNB became statutory body on 12 January 2010
- Original timetable – report by 28 May 2010

Scope



Any person employed under a contract of employment:

(a) by the governing body of a school maintained by a local authority in England;

- *[this is intended to cover support staff in foundation and voluntary aided schools where the governing body is the employer] or*

(b) by a local authority in England to work wholly in a school or schools maintained by a local authority in England.

- *[this is intended to cover all community and voluntary controlled schools, maintained nursery schools, and pupil referral units (short stay schools)]*

Task



- The production of a **core contract of employment** to cover remuneration, duties and working time.
- The design of **national job role profiles** to cover core school support staff roles.
- The development and production of a method for converting those role profiles into a **salary structure**.
- A strategy that will effectively implement the national pay and conditions framework in all schools maintained by local authorities in **England** including a methodology to manage both transition and steady state.



State of play

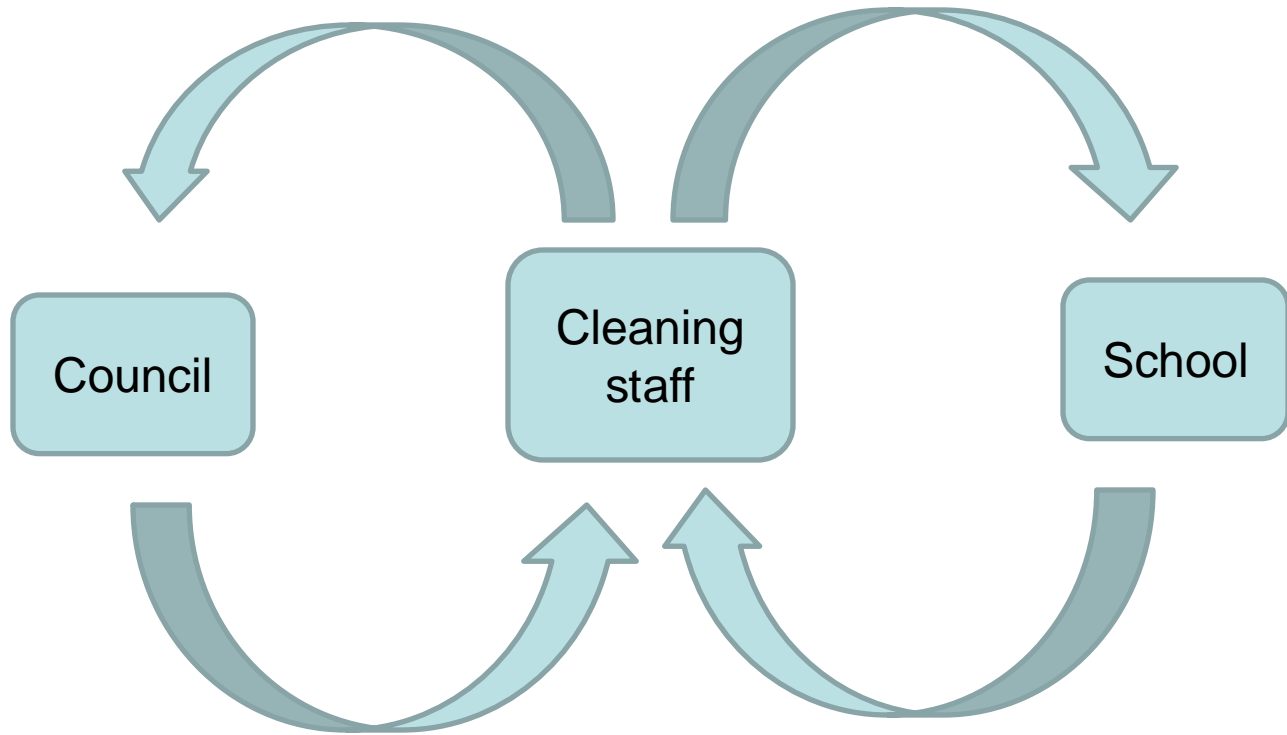
- Timetable now slipped
 - no action until 2011
- Continue with Council pay and re-grading
- Mixed implications if continued
- General Election could herald changes



APSE data

- Changes from JE
- Graphs managers views take-up
- % in house- DIY
- National? – Scotland out/

Never ending circles?



Comparator Group mayhem ?

New Government



- Both Conservatives & Lib Dems support end to National Pay Bargaining.
- Changes to public sector pensions
- DIY Schools
- An end to BSF?



Rob Bailey

Association for Public Service Excellence (APSE)

Best Value Consultancy (BVC)

2nd Floor Washbrook House,

Lancastrian Office Centre,

Talbot Road, Old Trafford

Manchester M32 0FP

Tel 0161 772 1810

Fax 0161 772 1811

Email: rbailey@apse.org.uk

Web: www.apse.org.uk

www.apse.org.uk