

**BRISTOL CITY COUNCIL**

**HUMAN RESOURCES COMMITTEE**

**For Information**

**21st JANUARY 2010**

**Report of:** Service Director: Strategic HR & Workforce Strategy

**Title:** School Support Staff Negotiating Body

**Ward:** City Wide

**Officer Presenting Report:** Robert Britton, Service Director: Strategic HR & Workforce Strategy

**Contact Telephone Number:** 0117 92 22669

**RECOMMENDATION**

That the Committee notes the current guidance from the National Government Employers regarding the establishment of a new Schools Support Staff Negotiating Body (SSSNB).

**Summary**

The SSSNB has been established under the Apprenticeships, Children, Skills and Learning Act. The SSSNB will cover around 450,000 staff employed wholly in a school in the maintained sector by a local authority or governing body.

**The significant issues in the report are:**

As set out in Appendix A.

**1. Policy**

1.1 At present school support staff are subject to the NJC Single Status

Agreement (“green book”). This proposal, when implemented, will discontinue this arrangement by setting up a new statutory framework.

## **2. Consultation**

### **2.1 Internal**

Not applicable at this stage, as this matter is still being progressed at national level.

### **2.2 External**

Not applicable.

## **3. Context**

3.1 The SSSNB has been established under the Apprenticeships, Children, Skills and Learning Act (2009).

## **4. Proposal**

4.1 Detailed proposals will be brought to this Committee as soon as the pay and conditions framework and implementation date have been agreed by the Secretary of State.

## **5. Other Options Considered**

5.1 None considered, at this stage.

## **6. Risk Assessment**

6.1 Not applicable as the report is for information purposes only.

## **7. Equalities Impact Assessment**

7.1 Not applicable to this report. In any event, the obligation to conduct an Impact Assessment is the responsibility of the DCSF as the change is being introduced through an Act of Parliament.

## **Legal and Resource Implications**

### **Legal**

None Sought.

### **Financial**

#### **(a) Revenue:**

The financial implications for Bristol City Council arising from the creation of a School Support Staff Negotiating Body will be met from the Dedicated Schools Grant which provides the funding for both schools and central services supporting pupils. The Schools Forum has been advised of the consultation and that there could be (significant) financial implications. The Forum agreed to the recommendation that the DSG be topsliced to fund job evaluations if this becomes necessary.

#### **(b) Capital:**

Not applicable.

Advice from Geraldine Mead, Finance Business Partner - CYPS.

### **Land**

Not applicable

### **Personnel**

As set out in paragraphs 3.1 and 4.1 above.

## **Appendices**

Appendix A - Joint Circular from National Employers for School Support Staff Group - November 2009

## **LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 Background Papers:**

**None**



Local Government  
House, Smith Square,  
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pay, pensions and  
employment solutions

30 November 2009

Dear colleague

I am writing to you as Chair of the National Employers for School Support Staff (NESSS) which represents the interests of your authorities on the new School Support Staff Negotiating Body (SSSNB).

The SSSNB has been established under the Apprenticeships, Children, Skills and Learning Act. The SSSNB will cover around 450,000 staff employed wholly in a school in the maintained sector by a local authority or governing body.

The SSSNB is required to negotiate and seek to reach agreement on a pay and conditions framework for school support staff in the maintained sector in England. These agreements will be subject to ratification by the Secretary of State though employers and the Trade Union Side are also free to bring other matters to the negotiating table. The Secretary of State has asked the SSSNB to submit to him any agreements on pay and conditions that it has reached by 28th May 2010.

Both the SSSNB and NESSS will give local authorities adequate notice of the likely implementation timetable but at this stage, apart from keeping governing bodies, head teachers and support staff aware of developments, there is no specific action required locally in preparation for implementation. I can assure you that we will represent your interests effectively on the Body and highlight the need to ensure that any agreements are affordable within the context of public sector pay and have regard to the wider economic and labour market conditions.

If you have any further queries on this process please contact David Algie (Principal Negotiating Officer) or Debbie Carvalho (Negotiating Officer) at [schoolsupport@lge.gov.uk](mailto:schoolsupport@lge.gov.uk).

Thank you

Yours sincerely

A handwritten signature in cursive script that reads 'David Simmonds'.

**Cllr David Simmonds**  
Chair  
NESSS