

CWSC

Classroom Workers Strike Committee. Bulletin No3

Produced by NIPSA Branch 517
Classroom Workers Strike
Committee (CWSC)

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Time for justice! TIME TO FIGHT!



On 20 August classroom workers will begin to receive postal votes to decide on strike action for job evaluation.

The decision to ballot comes after years of management and government lies and insults. Classroom workers are sick to the back teeth of waiting for justice. No doubt management thought that if they strung us along we would get fed up and accept anything. But this time, no matter what tricks they play and delaying tactics they try to pull, we must stand our ground.

If we do not fight we will not just lose

our pay increase - management will actually be in a position to cut pay in the future.

As we enter the period of the ballot it is essential that every single classroom worker has the facts at their finger tips. For the first time we have a clear pay claim (see page 2 and 3 of this bulletin).

If we win our pay will increase significantly and we will finally have the recognition that we deserve. If we lose we face a future of pay cuts and humiliation.

It is time to fight – vote for action – united we can win.

INSIDE

Page 2 + 3

What its worth to you:

Current pay scales

Management offer

NIPSA's claim

Page 4

The next step.

Strike committee.

Keep in touch.

Page 5

Meetings.

WHAT IT'S WORTH TO YOU?

NIPSA classroom workers across Northern Ireland are preparing to defend their pay and terms and conditions. This battle for a just settlement to the job evaluation dispute will be the most important event in the working lives for many of our members. At stake is the pay, terms and conditions we work for and that our families depend on now and in the future.

A ballot for industrial action will begin on Monday 20 August. If the ballot is successful industrial action will begin in the week beginning 24 September.

As part of the preparation for the ballot, NIPSA 517 Classroom Workers Strike Committee is determined to ensure that members are fully informed of all developments. As part of the drive to get information out to members we have produced this information to allow you to make a comparison between your current rate of pay, management's offer and NIPSA's claim. We hope you find it useful.

NIPSA CLAIM FOR CLASSROOM ASSISTANTS

Classroom Assistant

Senior Clerical Officer (SCP 14-17), 32.5hr devisor and back pay to 1995 where applicable

Classroom Assistant (Special Needs)

Senior Clerical Officer (SCP 14-17), 32.5 hr devisor + SCA (£1107) payable and back pay to 1995 where applicable

Classroom Assistant (Additional Special Needs)

Executive Officer (SCP 18-25), 32.5 hr devisor + SCA (£1107) payable and back pay to 1995 where applicable

CLASSROOM ASSISTANT (General) Senior Clerical Officer 32.5 hrs/No SCA		CLASSROOM ASSISTANT (Special Needs) Senior Clerical Officer 32.5hrs + SCA		CLASSROOM ASSISTANT (Add Special Needs) Executive Officer 32.5hrs + SCA	
SCP	HOURLY RATE		HOURLY RATE		HOURLY RATE
14	£ 8.73	£	9.38		
15	£ 8.91	£	9.56		
16	£ 9.12	£	9.78		
17	£ 9.34	£	9.99		
18				£	10.18
19				£	10.53
20				£	10.89
21				£	11.27
22				£	11.54
23				£	11.86
24				£	12.23
25				£	12.59

CURRENT PAY SCALES FOR CLASSROOM ASSISTANTS

Current pay scales run from point 4 – 15. Special Child Allowance (SCA); Unqualified £810, Qualified/Recognised £1107. Under current system Age 21 bar is set at point 10. Points 4 -8 only apply to staff under 21

	Unqualified 32.5 hrs/No SCA		Unqualified 32.5 hrs + SCA		Recognised 32.5 hrs/No SCA		Recognised 32.5 hrs + SCA		Qualified 32.5 hrs/No SCA		Qualified 32.5 hrs + SCA	
SCP	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
4	£ 6.60	£ 7.08										
5	£ 6.76	£ 7.24	£ 6.76	£ 7.41								
6	£ 6.86	£ 7.33	£ 6.86	£ 7.51								
8	£ 7.30	£ 7.78	£ 7.30	£ 7.95	£ 7.30	£ 7.95						
*10	£ 7.68	£ 8.16	£ 7.68	£ 8.33	£ 7.68	£ 8.33						
11			£ 8.18	£ 8.83	£ 8.18	£ 8.83						
12			£ 8.35	£ 9.00	£ 8.35	£ 9.00						
13							£ 8.57	£ 9.22				
14							£ 8.73	£ 9.38				
15							£ 8.91	£ 9.56				

MANAGEMENT OFFER FOR CLASSROOM ASSISTANTS

Classroom Assistant (General) Clerical Officer (SCP 4-13), 36hr devisor and back pay to 1995 where applicable

Classroom Assistant (Special Needs) Senior Clerical Officer (SCP 14-17), 36 hr devisor, back pay where applicable

Classroom Assistant (Additional Special Needs) Executive Officer (SCP 18-25), 36 hr devisor, back pay where applicable

NOTE Management offer removes the right to the Special Child Allowance, changes your pay devisor from 32.5hours to 36 hours which lowers your hourly rate of pay and fails to recognise the skills and dedication of staff

	CLASSROOM ASSISTANT (GENERAL) 36 hrs/No SCA		CLASSROOM ASSISTANT (SPECIAL NEEDS) 36 hrs/No SCA		CLASSROOM ASSISTANT (ADD SPECIAL NEEDS) 36 hrs/No SCA	
SCP	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
4	£ 5.96					
5	£ 6.10					
6	£ 6.19					
8	£ 6.59					
10	£ 6.93					
11	£ 7.38					
12	£ 7.53					
13	£ 7.74					
14		£ 7.88				
15		£ 8.04				
16		£ 8.24				
17		£ 8.43				
18				£ 8.60		
19				£ 8.92		
20				£ 9.24		
21				£ 9.58		
22				£ 9.83		
23				£ 10.12		
24				£ 10.45		
25				£ 10.78		



THE NEXT STEP

NIPSA classroom workers strike committee members from SEELB, BELB, WELB, NEELB and SELB met on Monday 6 August to discuss developments in the job evaluation dispute and the practical arrangements for strike action.

Following extensive debate the meeting decided that the legally required postal vote for strike action will commence on 20 August. Ballots will arrive with members from that date on. The ballot period will last three weeks.

Following the close of the ballot, the NIPSA five Board classroom workers strike committee will meet to consider the outcome of the vote and if the ballot is successful strike action will begin in early September.

The agreed form of strike action is:

A one day strike in the first week,

three days in the second week and all out strike action commencing in the third week.

Obviously the key issue for members now is returning a strong vote for action so that management understand that we are serious.

WHAT YOU SHOULD DO NOW

To ensure that all classroom workers are fully informed, before using their vote, organise a meeting for all classroom workers in your school and schools in your area. Phone your area contact number (below) to arrange a venue, time and speaker.

Ensure all classroom workers receive a copy of this bulletin

Ask all non union members to join the NIPSA so that we can all be united in the fight for justice for classroom workers

UNITED WE WILL WIN!

AREA	PHONE
ARDS	07912388003
BANGOR	07912388001
DUNDONALD	07912387999
TWINBROOK/LAGMORE/POLEGLASS	07912388004
SOUTH DOWN	07912388000
CASTLEREAGH	07912388002
LISBURN	07912387998

STRIKE COMMITTEE

NIPSA Branch 517 has established a strike committee which is responsible for the coordination of activity across the SEELB area and the democratic running of the dispute between general meetings of the membership.

All schools are invited to have delegates on the strike committee. This is your dispute, this is your job evaluation, make sure your voice is heard.

If your school has not got a delegate yet and wishes to have one please contact the Classroom Workers Strike Committee coordinator on 07841102968.

This Bulletin has been produced by NIPSA Branch 517 (SEELB area) Classroom Workers Strike Committee (CWSC)

To contact the Strike Committee or for further info

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Tel: 07841102968

Web: www.nipsa.org.uk

URGENT

CLASSROOM WORKERS STRIKE BALLOT INFORMATION MEETINGS

Following the decision to begin the postal vote for strike action on August 20 2007 Northern Ireland Public Service Alliance (NIPSA) is holding a series of information meetings to update classroom workers. The meetings will offer an opportunity to discuss the details of the job evaluation process, how managements offer and NIPSA's claim would affect you and the process for the vote. The meetings will be held in a relaxed informal atmosphere.

It is very important that classroom workers attend these meetings at this crucial time; every classroom worker must have all the facts at their finger tips before casting their vote.

All classroom workers are very welcome to attend the meetings. Those who are not yet members of NIPSA are also welcome to attend. Membership application forms will be available at the meetings.

The meetings will take place in the following venues

PORTAFERRY Venue: PORTAFERRY LIBRARY Date: MONDAY 20 AUGUST Time: 1.00 pm	TWINBROOK Venue: COLIN GLEN LIBRARY Date: TUESDAY 21 AUGUST Time: 3.30 pm
BANGOR Venue: BANGOR LEISURE CENTRE Date: MONDAY 20 AUGUST Time: 3.30 pm	DONAGHADEE Venue: DONAGHADEE COMMUNITY CENTRE Date: TUESDAY 21 AUGUST Time: 2.30 pm
CASTLEREAGH Venue: CREGAGH COMMUNITY CENTRE Date: MONDAY 20 AUGUST Time: 3.30 pm	KIRCUBBIN Venue: KIRCUBBIN COMMUNITY CENTRE Date: TUESDAY 21 AUGUST Time: 4.30 pm
CARRYDUFF Venue: CARRYDUFF LIBRARY Date: MONDAY 20 AUGUST Time: 6.45 pm	LISBURN Venue: FBU OFFICE Date: TUESDAY 21 AUGUST Time: 7.00 pm
NEWTOWNARDS Venue: ARDS LEISURE CENTRE Date: MONDAY 20 AUGUST Time: 7.30 pm	DUNDONALD Venue: DUNDONALD LIBRARY Date: WEDNESDAY 22 AUGUST Time: 7.00 pm

For further information or advice please contact NIPSA Headquarters

Phone 02890661831 email info@nipsa.org.uk Web www.nipsa.org.uk

Organised by the NIPSA 517 Strike Committee