

COUNTY COUNCIL

20 JANUARY 2016

PUBLIC QUESTION FROM GILLIAN IVESON

Question

Do councillors agree existing contracts should be honoured as people have already made financial commitments based upon their agreed salary, and that amendments should only apply to new contracts where people are fully aware of what they are agreeing to regarding the terms and conditions?

Response

Can I thank Mrs Iveson for her question.

The Council will consider all alternative proposals that have been put forward by the workforce and its representatives through the consultation exercise.

Should the option of only implementing the proposed changes to new teaching assistants on new contracts be included in the feedback which is currently being analysed by officers, then this along with all other suggestions from those individuals potentially affected will be given due consideration before formally feeding back to our teaching assistants and the trade unions.

The Council will be fully appraised of the detail and it will be the Council who make the final decision on the outcome of the proposed changes to teaching assistants' terms and conditions.

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PUBLIC QUESTION FROM SUE DIXON

Question

Teaching Assistants - How can it be considered as fair and equal when this qualified, highly experienced and largely female workforces' place of work is closed for 13 weeks a year and the chance to choose holidays, flexitime and being offered pay protection for two years is not even being considered as is the case of other council workers we are being compared to?

Response

Can I thank Ms Dixon for your question.

Our proposed changes to terms and conditions of teaching assistants that is the subject of consultation is aimed at establishing arrangements whereby all employees who work term time only in schools are employed on the same, equitable pay and holiday arrangements as each other.

This means:

- being paid for the hours that they are actually contracted to work and
- receiving the same holiday entitlement for working term only rather than whole time.

At this stage no decisions have been taken as to the next steps, and it will be a matter for Full Council to consider and decide upon once the feedback from the consultation and negotiations with employees and trade unions is completed.