

Private & Confidential

To Head teachers and Chairs of Governors of
Waltham Forest maintained schools

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Dear Colleagues

Trade union facility time in Waltham Forest

I am writing further to my letter of 23 January 2013 to give you an update on recent local negotiations with the recognised trade unions.

There was a meeting between Local Authority officers, the Regional Officer from the NUT and local elected officials of the NUT and NASUWT on 31 January 2013. From my perspective this meeting provided the opportunity for an honest exchange of views and for a shared understanding of the need for an urgent review of trade union representation at a local level.

At the meeting there was agreement for urgent further discussions on the following:

- The need to review and revise the trade union facilities agreement as operated in Waltham Forest;
- The streamlining of teachers and support staff trade union facility time into one agreement;
- The adoption of a local protocol for the management of relationships between trade unions and the employer/schools.

There are further meetings scheduled in the coming weeks and all parties recognised the necessity for urgent progress.

As one of the Local Authority officers at these meetings I understand that schools wish to revise downwards the costs to schools associated with the facilities agreement. I am also taking into these meetings the clear need for significant improvement in employee and trade union relations and the associated need to focus on the necessary improvements to the outcomes for children and young people.

In light of the above you may wish to consider the interim pooling of budgets for trade union facility time until 31 July 2013. This will extend the existing arrangements for a limited period and allow the Local Authority, trade unions, schools, colleges and academies time to explore the opportunities of reaching agreement on alternative collective long term arrangements.



There will be further regular communications with all schools, colleges and academies as discussions progress. I also anticipate the need for engagement with representative groups of head teachers and principals as progress is made.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Gerry Kemble', written in a cursive style.

Gerry Kemble
Head of HR Delivery
Human Resources and Transformation