



NATIONAL UNION OF TEACHERS LONDON REGION

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Please reply to: Ilford

To all Headteachers
Waltham Forest

11 February 2013

Dear Colleague

Re: Facilities Time

I am writing to you on behalf of the NUT, NASUWT and NAHT regarding the position on Facilities Time in Waltham Forest. I am hoping to have an opportunity to come and talk to you about these issues, with my colleagues, so that we can explore them further.

The Teacher Trade Unions believe that centrally funded Facilities Time is a vital component in the way that we work together locally. Moreover, pooling resources in this way enables all employers to carry out their statutory obligations arising from the Trade Union and Labour Relations (Consolidation) Act 1992 and to comply with the Acas codes of practice on Trade Union Representation in the Workplace in a cost effective way.

Disrupting Facilities Time arrangements would create additional costs and workload for schools. Supporting Facilities Time arrangements would mean that consultation meetings, and individual casework meetings, could continue to be held during work time, without disrupting teacher representatives in the workplace.

Without pooled funding arrangements, the impact of funding on each school would create disproportionate affects on schools where Union Representatives are employed. If your school was one where a local Union Rep was employed, your budget would be severely affected as a school would no longer be reimbursed for the time the Union Rep was away from the school. You would still have a duty to release the Union Rep for Trade Union duties.

The Unions estimate that there would be considerable cost implications for schools not opting into a central pool for funding the Facility Time agreement, whereas economies of scale indicate that a central resource provides all schools with the most cost-effective means of complying with their statutory obligations.

You will have received a letter from Gerry Kemble on behalf of the Authority, and I would strongly urge you, on behalf of the Teacher Trade Unions, to indicate that you are prepared to take part in the interim pooling of budgets to enable us to work together in considering both short-term and long-term arrangements.

Yours sincerely

Anne Mallach
Regional Officer
NUT

Derek Moore
National Executive Member
NASUWT

Derek Morris
Regional Officer
NAHT

REGIONAL SECRETARY BOB STAPLEY

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