



Facility time

Pooled

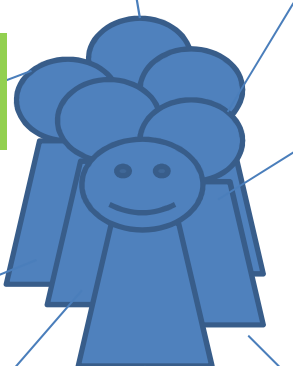
More effective & efficient use of time

Response time
Faster for casework

Representation – of all union members, including teachers, support staff and Heads/Deputies/SMT

Collective policy development with HR saves schools admin time

Casework – pooled time means greater cost effectiveness



Expertise & experience – local lay officers' thorough understanding, gained from experience and from regular meetings

Advice – effective and dispassionate

Skilled negotiators – working closely with HR, management, and other unions to resolve issues

Training – pooled time means greater cost effectiveness

Disputes – dealt with effectively and quickly, at the lowest suitable level, thereby preserving professional relationships, and saving time and money

Local lay officers – Qualified Teachers, who provide confidential advice to achieve professional solutions speedily

Solo

Each school would need to provide paid facility time off the timetable, for each union rep each week



Expertise – school reps may take longer, to deal with matters if there are no local lay officers to assist



Training – school reps need much more paid time off (statutory) for training if there are no local lay officers to assist - this could well be 10 days for each union rep

Risks

- disruption to education
- duplication
- inexperience
- Cost – financial and human



Casework – school reps need more time off (statutory) for casework if there are no local lay officers to assist



Delay in response times for casework



Escalation – if issues are not dealt with appropriately at the lowest suitable level



Policies – less familiarity can lead to misunderstandings, thereby increasing disruption and cost



Representation – difficult to ensure proper support for SMT members



Delay in agreeing policies – they would need to be ratified at Regional level

