

14 June 2024

Dear Trade Union Side Colleagues

EA SERVICE TRANSFORMATION

A number of EA Service Transformation processes are underway across the organisation. The implementation of the pay and grading review will require the service transformation process to be progressed at pace and implemented within the 2024/25 business year.

Below is a summary update on progress and next steps by way of a commitment to Trade Union Side that these will be undertaken. This process will run in parallel to the implementation of the Pay and Grading Review.

Transport Service

Consultation is live and had been due to end on Friday, 31 May 2024, however following a request from TUS, this has been extended to 14 June 2024.

Following the closing of the consultation and consideration of the TUS responses, the intention is to implement the final changes in advance of the implementation of pay and grading. A meeting has been held with the staff affected and the feedback from them directly has been positive. Modernised posts will be known as Workshop Supervisor and Senior Foreperson.

Cleaning Service

There is no direct impact on grading differentials as a result of pay and grading however it is recognised by EA that the small number of legacy grading anomalies should be resolved as soon as possible.

A service transformation is underway that will see lower graded supervisors moved up to 5-6 equivalent (11-14 in PGR). This will require revised job descriptions. The consultation for this will be launched summer of 2024.

Grounds Maintenance

The transformation of grounds maintenance is to be progressed. Early work on this has begun with a view to engaging TUS as soon as possible. Pay and Grading will resolve issues by moving staff onto the same grade.

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Education Authority

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Catering

A transformation proposal for consideration at CLT is being finalised by the service. This is taking a phased approach to transformation.

Phase 1 of the transformation seeks to resolve the issues of concern for the Trade Unions, around the collapse of differentials within the frontline management structure. This will involve service transformation and new job descriptions.

Phase 1 proposals will be tabled internally with a view to launching in summer 2024 for consultation and implementation before the end of 2024/25.

This will be resourced internally through income generation within the service and tackling high absence rates, which will require TUS support.

Job Evaluation

An updated business case will be submitted to the Department of Education by the end of October 2024. Progress on this issue will be linked to, and dependent on, affordability.

Yours sincerely



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Joint Negotiating Council (JNC)

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