**UNISON BRANCH EMPLOYED MEMBER OF STAFF**

**SCHOOLS ORGANISER & CASEWORKER**

**HAMPSHIRE LOCAL GOVERNMENT BRANCH**

**REF: HC1**

**Introduction**

* UNISON is Britain’s largest public sector trade union, with over 1.3 million members working in the public services, private, voluntary and community sectors and in the energy services.
* UNISON Hampshire local government branch is based in Winchester and this role will involve working in and with schools across the county of Hampshire.

**Developmental**

* This post will cover key areas of organising and representation.

The post will be managed and supervised by the branch secretary.

* **Organising:** The postholder will work to build recruitment and organising initiatives and campaigns; train and develop stewards; support branch communications; develop “green field” sites or inactive workplaces and work where necessary to build organisation from scratch. They will also undertake casework under supervision, advising, supporting and mentoring branch officers and stewards in representation and negotiation; providing help with case preparation and administration.
* Organisation of specific branch wide campaigns and events; prepare information briefings to support organising or bargaining campaigns and support press and public relations work in the branch.
* **Representation:** The postholder will support branch officers and local representatives in collective negotiations, researching relevant agreements and employers, writing up claims and making presentations and engaging with employers as required.
* UNISON structures its work programme to provide for the systematic implementation of policies adopted by its democratic lay member structures. The postholder will be working to targets in their work plans arising from the four key objectives determined by the National Executive Council:
* Recruiting, organising and representing members.
* Negotiating and bargaining on behalf of members and promoting equality.
* Campaigning and promoting UNISON on behalf of members.
* Developing an efficient and effective union.
* The postholder will work within established progress and agreed performance indicators to enable effective monitoring and evaluation of all work and achievements.

**6.** The key aims of the union as detailed in our Rule Book seek to:

i) Extend and promote our influence in the workplace and in the Community.

ii) Promote, safeguard and facilitate participation by all members in the union’s democracy, with special regard to women, members of all grades, black members, disabled members and lesbian, gay, bisexual and transgender members.

 iii) Provide effective standards of service in the areas of representation and advice, information to members on the work of the union, the provision of financial benefits and the maintenance of educational facilities for members.

* To further these aims, the postholder will have a clear understanding of equalities and how to increase participation in a member based organisation, and how to use different kinds of media to raise UNISON’s profile. They will be highly focused on building the organisation and providing member satisfaction with the services provided. They must have enthusiasm and commitment which motivates lay activists, new stewards and members.

**8.** UNISON branches are currently undergoing a period of change to meet the union’s developing recruitment, organisation and campaigning agenda. Postholders must be willing to change and adapt to help and support lay activists to do likewise.

**9.** The allocation of areas of work to the postholder will be the responsibility of the branch secretary in conjunction with a plan agreed by the branch committee.

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**JOB DESCRIPTION**

Grade: 5 (UNISON structure)

Salary: £39,457

Reports to: Branch Secretary

**OVERALL SUMMARY**

This post is key in supporting elected branch officers and local representatives with establishing organised workforces in schools across the county of Hampshire. It covers organising and representation work as set out below.

Work Areas

* Organising
* Recruitment Planning and Campaigning
* Recruitment in Greenfield and Infill sites
* Membership Mapping
* Organising and developing lay member organisation
* Mentoring and training new stewards
* Collective Bargaining on local workplace issues
* Developing stewards committees and local bargaining structures.
* Developing systems to support organising
* Research and information to support campaigning
* Coordinating campaigns and activities
* Building Branch capacity eg systems, communications, press releases, newsletters, websites and building local and media profile.
* Representation
* Collective bargaining at workplace level that includes negotiating of
* Shift rotas
* Working Patterns
* New working arrangements
* Health and safety issues
* Training and learning agreements
* Local facilities agreements
* Individual representation that covers:

Grievances

Disciplinaries

Local workplace issues

General advice and guidance to members

Mentoring and building individual capacity of activists

* Undertakes other duties as required by the grade definition or job profile of this post.

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**Person Specification and Selection Criteria**

UNISON Hampshire local government branch is an equal opportunities employer, committed to providing equal opportunities regardless of race or ethnic origin, gender identity, family situation, sexual orientation, disability, religion or age.

This person specification is designed to help members of Interviewing Panels judge the qualities of interviewees in a systematic and consistent way and in accordance with UNISON’s equal opportunities rules. It is given to all job applicants for information.

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| **Heading** | **Selection criteria** |
| **Thinking** | 1. Experience of developing solutions to resolve problems including: * analysing information and statistical data
* research including carrying out workplace mapping
* drafting action plans
* developing materials e.g. publicity
* developing campaign plans
* drafting statements of case.

2. Learning and Development * ability to identify training needs of others

2.2 can demonstrate continuous personal learning development. |
| **Interpersonal and Communication** | * Experience of motivating people to participate in activities including:
* making presentations
* influencing outcomes at meetings
* mentoring and coaching
* writing newsletters, leaflets etc.
* Experience of giving advice and representing members including:

4.1 conciliation skills to resolve disagreements4.2 responding effectively to people who are angry or upset5. Experience of effective team working. |
| **Initiative and Independence** | 6. Experience of prioritising own workload including: * decision making within guidelines
* following policies and procedures
* devolving work to others appropriately.
* Taking initiative and having a proactive approach
 |
| **Resource management** | 7. Experience of project co-ordination including:* time management
* controlling expenditure
* maintaining confidential information.
 |
| **Physical Skills** *(with DDA modification where necessary)* | 8. Occasional light lifting of materials9. Ability to travel  |
| **General knowledge** | 10. An understanding of and commitment to the principles of equality and democracy.11. A Working knowledge of Employment Law.12. An understanding of the role of trade unions and the social and political environment in which the union operates.13. ICT packages including Microsoft Office suite. |

**Other Information**

Completed application forms must be received by Hampshire local government branch, quoting **ref: HC1** by no later than 5pm on **24th June** Please send completed application forms via email to unison@hampshire.gov.uk.

Interviews will take place on 5th & 6th July online via Microsoft Teams.

Ideally the branch is aiming for the successful candidate to begin in mid-August