

Warning - UNISON Support is Conditional

For members to receive support and representation from UNISON it is done so on the condition that UNISON is your sole representative and source of advice.

UNISON's national rules outline that members must be members for 4 weeks before being eligible to access any legal support or in person representation and only on an issue that has arisen since being a member – i.e. not an issue from before joining.

If members lodge early conciliation with ACAS, without UNISON's advice to do so, then UNISON will no longer support you. Likewise, if you seek legal advice from a 3rd party and not through UNISON, then we will no longer be able to support you.

It is an increasing trend for members to approach ACAS. There is simply no need to do so. All UNISON representatives receive training, and many have years of experience. UNISON reps also have knowledge of local employers' policies, something outside people do not have.

Be assured, that should any member need legal advice, then this can be arranged for free through UNISON as part of your membership.

Serco Members Agree 2026/27 Pay Offer

UNISON members voted by 82% to accept an offer of 3% (2.75% for Trade/DBL employees) along with the following improvements:-

- Increase in Stand By rates to £30 weekdays and £60 Saturday's and Sunday's.
- Increase in HRC shift allowance to £50, then index linked to future pay awards.
- CPC courses to be undertaken in works core time.



Friday 27 November is the day when UNISON celebrates the huge contribution of support staff to our children's education.

The aim of the celebration day is to showcase and bring attention to the vital work support staff do, every day, to help children progress, keep them safe and healthy and keep schools running smoothly.

There are a variety of support staff roles including teaching assistants, site managers, catering staff, welfare staff, technicians, admin staff and cleaners, among others.

To nominate staff in your school please use the form below and return by Tuesday 3rd November.

[sios2026 Nom form](#)

The overall winner/s will receive gifts and a presentation from UNISON's General Secretary, Andrea Egan.

See pictures of past winners here [Stars in Our Schools – Sandwell General UNISON Branch](#)



Supported by UNISON, PCS, RMT, ASLEF, NEU, Musicians' Union, Women Against the Far Right and many other organisations.