A ydych yn barod am gofrestru proffesiynol?

A ydych yn gweithio fel cynorthwywr cymorth dysgu mewn ysgol neu sefydliad addysg bellach?

A wyddoch, o Ebrill 2016 ymlaen, bydd rhaid ichi gofrestru gyda Chyngor y Gweithlu Addysg i Gymru (www.ewc.wales)?

Os ydych yn gweithio fel cynorthwywr cymorth dysgu, cewch eich cofrestru fel mater o drefn gan eich cyflogwr a didynnir ffi cofrestru flynyddol o £15 o'ch cyflog. Nid oes gennych unrhyw ddewis ynglŷn â hyn.
Ein dealltwriaeth ni yw y bydd athrawon a darlithwyr colegau yn talu £45.

Fel y gweithwyr sy'n cael y cyflog isaf mewn ysgolion a cholegau, barn UNSAIN yw na ddylech orfod talu am eich cofrestriad. Byddwn yn dal i ymgyrchu'n weithredol i gael cynghorau i dalu'r ffi cofrestru drosoch.

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A ddylwn i boeni ynghylch cofrestru?

Mae cael eich 'cofrestru' yn golygu y byddwch yn atebol yn broffesiynol, fel athrawon, beth bynnag fo'ch hyfforddiant, eich cymwysterau neu eich cyflog.

Ar hyn o bryd, nid oes unrhyw ofynion statudol ynghylch cymwysterau ar gyfer staff cymorth dysgu ac mae safonau'n amrywio o ysgol i ysgol. Ond yn y dyfodol, dylai cofrestru olygu symudiad tuag at safonau proffesiynol cydnabyddedig. Mae UNSAIN yn gweithio gyda Llywodraeth Cymru ynghylch safonau rolau cynorthwywyr addysgu.

Mae UNSAIN yn credu y byddai safonau proffesiynol yn gam cadarnhaol a dylai hyn gael ei adlewyrchu mewn cyflog a chydnabyddiaeth gwell am eich gwaith.

O Ebrill 2016 ymlaen cewch eich cwmpasu gan cod ymddygiad yn yr un modd ag athrawon.

Ni fydd y cod yn gymwys i chi tan fis Ebrill 2016, ond gofynnwch i UNSAIN am gyngor os ydych yn ansicr neu os ydych yn poeni am unrhyw beth yn y cod. Os nad ydych yn aelod o UNSAIN eto gallwch ymuno â ni heddiw.

I weld y cod, chwiliwch am 'ymddygiad proffesiynol' yn: www.ewc.wales

Bydd cofrestru'n cydnabod eich bod yn aelod proffesiynol, gwerthfawr o dîm yr ysgol sy'n haeddu'r un parch â chydweithwyr sy'n addysgu.

Ond bydd cofrestru hefyd yn golygu risg a chyfrifoldeb cynyddol. Os byddwch yn torri'r cod ymddygiad gall Cyngor y Gweithlu Addysg eich disgyblu. Os daw i'r gwaethaf gallech gael eich diarddel o'r proffesiwn. Mae bron iawn pob athro a phrifathro yn aelodau o undeb gan eu bod yn deall bod hyn yn rhoi diogelwch iddynt **achredwn y dylech chi fod yn aelod o undeb hefyd.**

Pam ymuno ag UNSAIN

Gallwn eich cynghori a'ch helpu i ddod o hyd i atebion i'ch pryderon.

Rydym yn arwain yr ymgyrch i ennill cydnabyddiaeth well am yr hyn rydych yn ei wneud, gan ddechrau â chorff cenedlaethol ar gyfer staff cymorth yng Nghymru. Bydd Cyngor y Gweithlu Addysg yn cael trafodaethau ffurfiol â thri undeb staff cymorth yn unig ynghylch cyflog ac amodau – UNSAIN yw'r mwyaf ohonynt.

Rydym eisoes yn cynrychioli 250,000 o staff cymorth mewn ysgolion yn y DU - rydym yn deall eich pryderon ac rydym yn arbenigwyr ar faterion cyflogaeth mewn ysgolion.

Os ydych yn cael eich cyflogi ar delerau ac amodau NJC, bydd UNSAIN yn eich cynrychioli ***chi*** mewn trafodaethau ar eich cyflog, telerau ac amodau cenedlaethol - gan gynnwys gwerthuso swyddi a phensiynau.

Mae UNSAIN am ddefnyddio cofrestru i sicrhau cysondeb a thegwch o ran cyflog a rolau mewn ysgolion ledled Cymru gyfan. Ymunwch â ni a bydd gennym lais cryfach pan siaradwn â Llywodraeth Cymru am y pethau sydd o bwys i chi.

Byddwn yn sicrhau bod aelodau UNSAIN yn cael yr wybodaeth ddiweddaraf ynghylch cofrestru a materion eraill sy'n effeithio ar staff cymorth.

Beth arall allaf ei ddisgwyl gan UNISON?

Mae gennym rwydweithiau lleol o gynrychiolwyr hyfforddedig, adnoddau pwrpasol ar gyfer ysgolion, cymorth ynghylch eich dysgu a'ch datblygu, diweddariadau rheolaidd ynghylch yr wybodaeth ddiweddaraf gan EWC a llais a berchir yn Llywodraeth Cymru.

Ond rydym hefyd yn cynnig:

- dysgu a datblygu gyrfa a addasir ar eich cyfer chi – **www.skillsforschools**
- mynediad at wasanaethau cyfreithiol – **www.unison.org.uk/member-benefits**
- cyngor ynghylch dyled a gostyngiadau unigryw i aelodau – **www.unison.org.uk/member-benefits**
- a hyd yn oed ein canolfan gwyliau UNSAIN ein hunain yn Nyfnaint – **www.croydeunison.co.uk**

Ymunwch â ni heddiw - ffoniwch 0800 171 2193 neu ewch i joinunison.org

UNSAIN
Cymru Wales

Argraffwyd a chyhoeddwyd gan UNISON,
UNISON Centre, 130 Euston Road,
London NW1 2AY.
CU/September 2015/23421/3574/UNP 14073.

Are you ready for professional registration?

Do you work in a learning support role in a school or further education institution?

Did you know that from April 2016 you will have to register with the Education Workforce Council for Wales (www.ewc.wales)?

If you work in a learning support role you will be automatically registered by your employer and an annual registration fee of £15 will be deducted from your salary. You have no choice about this. Our understanding is that teachers and college lecturers will pay £45.

As the lowest paid workers in school and colleges, UNISON's view is that you should not have to pay for your registration. We will continue to actively campaign to get councils to pay the registration fee for you.

UNISON
the public service union

Should I be worried about registration?

Being 'registered' means you will be professionally accountable, like teachers, regardless of your training, qualifications or salary.

At the moment there are no standard qualification requirements for learning support staff and standards differ from school to school. But in future, registration should mean a move towards recognised professional standards. UNISON is working with the Welsh Government on standards for teaching assistant roles.

UNISON believes professional standards would be a positive step and should be reflected in better pay and recognition for what you do.

From April 2016 you will be covered by a code of conduct in the same way as teachers are.

The code won't apply to you until April 2016, but please ask UNISON for advice if you are unsure or worried about anything in the code. If you're not a member of UNISON yet you can join us today.

To see the code of conduct, search for 'professional conduct' at: www.ewc.wales

Registration is an acknowledgement that you are a professional, valued member of the school team who deserves the same respect as teaching colleagues.

But registration also brings increased risk and responsibility. If you fall foul of the code of conduct the Education Workforce Council can discipline you. In the worst case you could be struck off from the profession. Almost all teachers and head teachers are in a union because they understand that it gives them protection and we think you should be in a union too.

Why join UNISON

We can advise you and help you find solutions to your worries.

We are leading the campaign for better recognition for what you do, starting with a national body for support staff in Wales. The Education Workforce Council has formal talks with only three support staff unions about pay and conditions – UNISON is the biggest of them.

We already speak on behalf of 250,000 school support staff in the UK – we understand your concerns and are experts on school employment issues.

If you are employed on local government NJC terms and conditions UNISON represents you in negotiations on your national pay, terms and conditions – including job evaluation and pensions.

UNISON wants to use registration to bring about consistency and fairness in pay and roles in schools right across Wales. Join us and we have a stronger voice when we speak to the Welsh Government about the things that matter to you.

We will keep UNISON members up-to-date on registration and other issues affecting support staff.

What else can I expect from UNISON?

We have local networks of trained reps, dedicated resources for schools, support for your learning and development, regular updates on the latest EWC information and are respected by the Welsh Government.

But we also offer:

- learning and career development tailored for you – **www.skillsforschools**
- access to legal services – **www.unison.org.uk/member-benefits**
- debt advice and exclusive member discounts – **www.unison.org.uk/member-benefits**
- and even our very own UNISON holiday centre in Devon – **www.croydeunison.co.uk**

Join us today
Call 0800 171 2193
Or visit
joinunison.org

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