



Community Union

NSPCC staff Update

VOLUME 1, ISSUE 1

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SPECIAL POINTS OF INTEREST:

- Schools Service & CHIPS

- Office Managers

- CSMs

- Potential Redundancies

- Reward Matching Scheme

- Car Allowance

- Relocation

Your union, Community, met with NSPCC management at the Joint National Committee (JNC) on the 28th of June. Deputy General Secretary Joe Mann and NSPCC staff reps Kay Holland, Steve Landy, Pat Ridpath and Helen Richards put forward the issues that members have raised over the past month.

The JNC is the peak body for staff members to raise issues about their workplace. Community Union currently represents 1 in 4 NSPCC staff and is the recognised trade union for collective bargaining purposes.

During the JNC discussions, the following issues were clarified:

Schools Service & CHIPS

There will be a formal 30 day consultation in September. Staff in positions that will be phased out will receive redundancy notices in October. It is expected that the new model will be operational in January 2011.

At that point all staff will either move across to the new service, be redeployed into other vacancies within the NSPCC, transferred to other employers or leave the Society as their posts have become redundant.

This will affect the 45 schools counsellors and their managers and CHIPS staff. Management has said that suitably-qualified staff may be redeployed into services in SCF. This may cover most staff affected, however it does not take into account limitations of geography etc.

Services for Children & Families

Management have decided to remove Office Manager and Children's Service Manager positions in services for children and families.

Office Managers: Office managers will transfer to the new service centres on their current grade but their role will be subject to further review once Project Alpha is completed. This is anticipated to be summer next year.

Project Co-ordinators: The Project Co-ordinator posts will not be ring-fenced for Office Managers though they will be encouraged to apply.

Potential Redundancies: There will be a process of suitability matching for the new role. This process has not been explained and your union will be following up this point and seeking clarification.

However, it seems that those staff members who are not assimilated into other posts will be made redundant.

There are currently 92 CSMs and 79 Office Managers in posts. It is anticipated that, over the course of the next 3 years, there will be 120 project team leader roles established, so those CSMs willing to accept the new positions and are deemed “suitable” should be able to move into the new roles.

For Office Managers, clearly the situation is worse.

Children Services Managers (CSM): NSPCC Management have accepted that project team leaders are at a practice manager role. Salary has been ‘matched’, so basic salary should remain stable. However take home pay may be affected by the potential loss of allowances.

Reward Matching Scheme: The changes to the CSM role has raised further issues with the Reward Matching Scheme. As the CSM role also includes responsibility for budget, buildings admin and the external world, many members have raised concerns that the Reward Matching Scheme does not recognise these responsibilities.

This highlights the differences between the new scheme and the original agreement that was linked to local government pay scales.

Management claimed that the majority of staff assimilated onto the new Reward pay system received enhanced pay of between 5% and 25%.

Your union is wary of these claims and would advise members to look closely at any and all figures before signing away an incremental pay scale. These figures may also be skewed by the number of employees, particularly in children’s services, who elected to remain on their original contracts. If you still have concerns, speak to your local rep.

Car Allowances

Car allowances are under review. For practitioner staff and front-line managers in the new service centres this will almost certainly mean the loss of ECA. Casual allowances will be discretionary.

Relocation

Many members have expressed dissatisfaction about NSPCC management responses concerning relocation. Members felt that their concerns were dismissed out of hand.

Your union reps. also raised concerns that many employees were being bullied into accepting the relocation without raising concerns formally.

Management rejected union evidence that bullying was taking place, however your union will continue to pressure management to address allegations of bullying and harassment.

Bullying and harassment are serious issues. If you believe that you are being bullied or harassed into accepting a situation that leaves you out of pocket, or that significantly disturbs your working environment, REPORT IT.

Management continued to claim that relocation would only affect a minority of staff, and that individual cases would be treated with sympathy.

However if a satisfactory solution could not be found then those staff could be offered redundancy. This is on the basis of a test of "reasonableness" on an individual basis.

However, NSPCC management stated they were anxious to avoid redundancy due to the cost. Management appear to have underestimated demand for voluntary redundancies. This may mean that the NSPCC may reconsider offering 'optional' redundancies on the grounds of workplace relocation. Your union will continue to monitor this issue and keep you informed.

It is essential, if a staff member believes that they are being affected by the move and may not be able to accommodate the extra travel and/or expense, that they get advice and support from the union on free-call 0800 389 6332.

As NSPCC management are inflexible on these points your union will be seeking an extension of the 6 month additional expenses rule at the next JNC meeting.

It is also important for members to keep the union informed of local discussions about this issue.

Community Union urgently needs new Health & Safety representatives. Any member interested would receive accredited training from your union. Health & Safety rep is a statutory role which is entitled to reasonable facilities from the employer. This includes statutory time off to address Health & Safety duties.

It is an important role now because of the number of new premises being commissioned and possible new ways of working including shared use with high-risk client groups.

If you are interested in becoming a Health & Safety rep. please contact Deputy General Secretary Joe Mann jmann@community-tu.org

Comment from NSPCC employee and Community Union rep. Steve Landy

Despite your union representing 1 in 4 NSPCC employees, management are still reluctant to engage with your representatives. Boosting membership density will only strengthen the position of your union when negotiating with management. If every member signs up the person next to them, your union would double in size over night. Fill in the form overleaf, join over the phone on 0800 389 6332 or on the web at www.community-tu.org/join

Please pass on this newsletter to your colleagues or point them towards our website

www.community-tu.org/nspcc

