

NSPCC Pay & Reward Scheme

Key Facts



NSPCC MEMBERS' UPDATE 11 MAY 2011

If implemented, the new scheme will fundamentally change your terms and conditions from 1st July

NSPCC management tabled a new "Reward Policy, Performance Management and Talent Management" document at the JNC on 14th April 2011. Community had already objected to this approach at the JNC in December 2011.

The current pay structure provides for a base cost-of-living increase plus incremental points where appropriate. NSPCC management are proposing to implement a scheme from 1st July 2011 which consists of:

- 2% of the annual wages budget being allocated for pay rises;
- Individual staff performance will be graded into 5 bands and the pay rise "pot" will be distributed accordingly

As things stand, the scheme has significant flaws. Even if you are deemed as delivering an outstanding performance, this pot has still got to be divided amongst other colleagues, and could still result in you having ***a pay cut in real terms year-on-year.***

Community supports the principle of the Society developing staff and rewarding hard work. However, we are disappointed that despite repeated requests we have not been consulted on this proposal, and are seeking an urgent meeting.

As your union we are seeking meaningful negotiations with the Society. We want to negotiate a baseline cost-of-living increase with any additional payments attainable through a fair and equitable reward scheme.

Contact the National Service Centre free on 0800 389 6332 or

[e-mail servicecentre@community-tu.org](mailto:servicecentre@community-tu.org)

Help us to help you campaign against the NSPCC's proposals on your pay and conditions - sign up a colleague today!



For Protection at Work

APPLICATION for MEMBERSHIP

NOTE: Information you supply on this form will be held and processed in accordance with current Data Protection Legislation. We will not disclose your personal data to third parties unless you have given your consent to do so.

For union use only	
Date of Entry	Membership No
Branch or Workplace Name	BR.IND Grade
Please give us your details	
Full Name	
Home Address	
Postcode	
National Insurance No.	Date of Birth
E-Mail Address	Tel. No
Please tell us about your work	
Employers Name and Location	
Average Weekly Wage Including O/T (before tax)	Department
Payroll No. (if known)	Shift
<i>I would like to join Community for collective bargaining purposes</i>	Applicants Signature
Please give us your bank details	
Tick which date of the month you would prefer your account to be debited 1st <input type="checkbox"/> 25th <input type="checkbox"/>	
COMMUNITY, 67/68 LONG ACRE, COVENT GARDEN, LONDON WC2E 9FA Please complete and send to the above address	Instruction to your Bank or Building Society to pay by Direct Debit
Name and full postal address of your Bank or Building Society	Originator's Identification Number
To: The Manager Bank or Building Society	7 5 3 3 2 8
Address	Reference Number (To be completed by Head Office)
Postcode	
Name(s) of Account Holder(s)	Instruction to your Bank or Building Society
Bank or Building Society Account Number	Please pay Community Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Community and, if so, details will be passed electronically to my Bank/Building Society.
Branch Sort Code	Signature(s)
	Date
	Banks and Building Societies may not accept Direct Debit instructions for some types of account