

# URGENT ADVICE ON CHANGES TO NSPCC REDUNDANCY POLICY



**NSPCC MEMBERS' UPDATE 20 JUNE 2011**

**A positive meeting with management, but to  
safeguard your rights you need to act NOW!**

Community had a positive and constructive meeting with the Society's management earlier this month.

We have raised the issues and concerns of Community members relating to the new Pay and Reward Scheme. As a result of our representations on your behalf, the Society has agreed to include an Appeal Procedure to the Annual Performance Rating process.

We also made representations in relation to the redundancy process and the recently imposed changes to the Redundancy Policy. Community has not been consulted on, and does not accept these changes. In order for our members to preserve their rights under the agreed policy, we have attached a pro-forma letter for you to send to management in order to protect your rights. We are actively seeking a resolution on this matter.

Whilst the Society has set up the Employee Forum, it is only the strength of independent representation through Community that can protect your rights and ensure that your voices are not only heard but listened to.

With management constantly trying to impose changes, you need to have reps in every workplace so that you can build a strong organised structure within the NSPCC. We are in the process of training your workplace reps to ensure you achieve this.

Community membership is growing in the NSPCC.

Now is the time for you to play your part. Community will support you in this role. Get active and help grow your union in the NSPCC!

**Contact the National Service Centre free on 0800 389 6332 or**

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