

# CHANGES TO REDUNDANCY POLICY- UPDATE



**NSPCC MEMBERS' UPDATE 4 JULY 2011**

**We understand that some members have recently received a reply to their "Working Under Protest" letters. Here are the facts...**

Community has NOT agreed to the changes to the Society's redundancy policy, and indeed we only found out about the unlawfully imposed changes when members brought them to our attention when the document was put on the Intranet.

As we explained in our recent update, the "working under protest" letter is designed to protect your legal rights. We would also strongly urge members **not** to sign Compromise Agreements without first seeking Union advice, as you may have grounds to claim unfair dismissal if made redundant.

We are also disappointed that despite us meeting with the Society in early June, we have not received any acknowledgement of the issues that we have raised with them to date.

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)**