

# PAY & REWARDS UPDATE



**NSPCC MEMBERS' UPDATE 28 JULY**

## IMPORTANT NEWS REGARDING OPTING IN OR OUT OF THE NEW NSPCC PAY AND REWARDS STRUCTURE...

We have become aware of a couple of scenarios which may affect you as an NSPCC employee. The Society have said to some that if they do not “opt in” by 29th July they will be deemed to have “opted out” and will not receive a pay rise this year. If you “opt in” management are saying that this will be permanent and you can’t “opt out” later.

The choice is yours. Community were not consulted on the new scheme and do not agree with how it is being implemented. If you opt out and receive no pay award, we recommend you submit a grievance, pointing out that the NSPCC are in breach of the implied term in your contract that they will not act “arbitrarily, inequitably or capriciously in matters of pay”

To those who opted in with a letter reserving their right to opt out later, the Society have said whilst there will be an opportunity for those who opted out to opt in later, once opted in this will be final.

Our recommendation is that you write stating that not only are the NSPCC in breach of the implied term mentioned above, but you will also regard any failure to award a pay rise to be an unlawful deduction and will seek redress through the Society’s grievance procedure. The Union is here to represent you at any grievance meeting.

If you have colleagues who are not yet members, why not ask them to join? The more members we have and the better organised we are in workplaces, the more effective the union will be.

**Contact the Members' Service Centre free on 0800 389 6332 or  
e-mail [nspcc@community-tu.org](mailto:nspcc@community-tu.org)**