

COMMUNITY STANDS UP FOR MEMBERS' RIGHTS AT THE EMPLOYMENT TRIBUNAL



NSPCC MEMBERS' UPDATE 3 AUGUST 2011

Community has made an application to the Employment Tribunal on behalf of our members at Leeds Childline following a failure by the Society to properly consult with the union on the redundancies.

Community has made it clear to the NSPCC that we are seeking, and will continue to seek, a positive and constructive relationship on behalf of our members.

However the Society has put our members affected by the closure of Leeds Childline in a situation where we have no option but to protect our members' rights by applying to the Employment Tribunal for a protective award for each member affected. This is because there is a legal obligation on the Society to consult directly with Community, which they clearly failed to do.

If successful this will mean some financial compensation for each member affected by the redundancy depending on their individual circumstances, but please note we are only applying for redress for our members, we cannot represent non-members.

Ongoing Redundancy Issues

We are also concerned that there may have been instances where a substantial number of new jobs have been advertised, and shortly after they have been filled, our members have then been given notice of redundancy. Furthermore, positions have been advertised where members have been clearly at risk of redundancy but have not been permitted to apply for the positions under the redeployment provisions. This may mean that they have been unfairly dismissed.

Community will support NSPCC & Childline members with any grievances they may have in respect of this process, including representation at the Employment Tribunal if appropriate.

Contact the Members' Service Centre free on 0800 389 6332 or

e-mail nspcc@community-tu.org



Community

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Pay Issues

In the bulletin circulated last week we gave options in relation to the pay and reward policy. It has also been brought to our attention that there may be members on protected terms and conditions which are still linked to the NJC Local Government Pay Scales.

Please can you contact us if this is the case so that we can advise you accordingly.

A strong voice

We can report that in addition to the reps who attended the Community training in June, other colleagues have since contacted us and asked to attend Community training in September.

Community is helping you to build a strong organised structure within the NSPCC to give you a strong voice and a Community Union rep in every workplace. 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.

If you have colleagues who are not yet members, why not take this opportunity to ask them to join – a Direct Debit membership form is enclosed with this newsletter.

Share this Bulletin with them and demonstrate the importance of becoming a Community member.

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