

## **Important information for members being affected by Redundancy**

### **Redundancy**

Community is aware that there have been a number of redundancies within the NSPCC and Childline which have recently taken effect or are due to take place soon.

We believe that although Redundancy is a potentially fair reason for dismissal, the dismissal could be found to be unfair by an Employment Tribunal if the manner in which it has been carried out has been unreasonable.

This may include a lack of meaningful consultation or where there has been a failure to mitigate the number of job losses by denying members timely access to redeployment.

There is no appeal process against Redundancy, and we would advise members to invoke the Grievance Procedure. Please contact us if you need assistance with this.

### **Compromise Agreements**

Except for senior employees, it has never been the practice of the NSPCC to require employees to sign Compromise Agreements in order to secure the enhanced redundancy payments until this round of redundancies.



# The Union for NSPCC & Childline



We believe the entitlement to enhanced redundancy pay to be contractual as contracts of employment expressly referred to the Employment Manual forming part of the terms and conditions of employment. Even if the Society contests the entitlement to enhanced redundancy payment, they must still pay redundancy pay in line with statutory provision.

Signing the Compromise Agreement waives the right of members to bring Unfair Dismissal claims, and in the case of our members at Leeds Childline, the right to be a party to the protective claim for the failure to enter into collective consultation with community as required by Section 188 Trade Union & Labour Relations (Consolidation) Act 1992.

## **Unfair Dismissal Claims**

Community will review the merits for any potential claim for unfair dismissal. Where there is evidence to suggest that you may have been dismissed unfairly we will assist and support you in making an application to the Employment Tribunal. Any claim must be lodged within 90 days of the date of dismissal.

The last two pages of this newsletter are a pro-forma for you to complete and return which will help us in preparing any claim. If you could also outline why you believe your dismissal may be unfair we will contact you on receipt of your form to discuss the merits of your claim.

If you are making a claim to the Employment Tribunal it is important that you try to mitigate your losses by actively seeking work. Please keep a record of any jobs you apply for and any costs you incur in doing so.

## **Retaining your Membership**

If you are made redundant you will need to retain your membership. If you have your subscriptions deducted from salary you will need to set up a Direct Debit and have your contribution amended to the non-working rate.

We also need to ensure that we have contact details, telephone & e-mail for you once you finish employment. Please contact the freephone number below and select the option to talk to our Membership Department.

**0800 389 6332**



# Unfair Dismissal Template



## Name

Membership No.

Title                      Miss/Mrs/Ms/Mr

First name

Family Name/Surname

Date of birth

Address:

Number/name

Street

Town/City

County

Postcode

Phone number including area code

Landline

Mobile

Email:

## Name of your Employer or Company you are claiming against:

Number/name

Street

Town/City

County

Postcode

Phone number

**If you worked at a different address to the one above please give full address and postcode**

Number/name

Street

Town/City

County

Postcode

## Employment Details

Start date (to the nearest month)

Is your employment continuing            Y/N *delete as appropriate*

If your employment has ceased  
please give the date when it ended or will end

Please give your job title, and the department in which you work/ed

How many hours did/do you work each week

How much were you paid including overtime, bonuses etc)

Before tax

After tax

Is this weekly/monthly *delete as appropriate*

If your employment has ended did you work or were you paid for a period of notice Y/N

Are you owed any outstanding wages, if so how much?

Are you owed any outstanding holiday pay, if so how much?

If yes, how many weeks' notice did you work, or were you paid for ..... weeks

Were you in your employer's pension scheme Y/N

If you receive/d any other benefits e.g. company car, health insurance etc. from your employer please give details

If you have left employment have you got another job Y/N

If yes, please give the date when you started work and details of your new earnings.

Details of any additional Respondent's e.g. named individuals – in discrimination claims, or additional company or organisation – where there has been a transfer.

Name of company/individual

Number/name

Street

Town/City

County

Postcode

Phone number

Do you have a written contract y/n -

If yes please provide a copy, and if issued a copy of your employee handbook, your pay slips, and any correspondence relating to your claim.

Please return this completed form, and the information requested above marked for the attention of Mark Jones to

Community, National Operations Centre, Carpet Weavers' Hall, 2 Callows Lane,  
Kidderminster, Worcestershire DY10 2JG.

This information must be received by us as soon as possible. We will need time to assess and prepare your case ahead of the expiry of the 90 day deadline.

***Failure to provide this information may mean we are unable to assist you.***

**If you have any difficulty completing this form please contact Mark Jones on 01562 749183.**

*You have a duty to try and mitigate your losses by actively seeking work if you are able to do so.*

***Please keep a detailed record of all jobs applied for, copies of any adverts, correspondence, and any costs incurred as a result of seeking employment.***