

Important advice for members being presented with new contracts

Take advice before signing

Community is aware that there have been a number of members who have been asked to sign new contracts, containing different terms and conditions.

This is predominantly affecting people who opted out of the new Pay and Rewards scheme or who are being redeployed by the Society. The Union is currently taking expert legal advice on the new contracts and urges members **not to sign before taking advice from Community.**

Childline Protective Award Claim

Community are pressing ahead with our claim in the Employment Tribunal for Protective Awards for our members at Leeds Childline because the Society failed to meet its legal duty to consult with the Union on redundancies. If successful, as we expect it to be, this case will lead to a declaration that the Society failed to meet its legal obligations, and for Protective Awards to be made in favour of our members, meaning some of them may be entitled to additional compensation.



The Union for NSPCC & Childline



Despite the length of time that it can take to get a case through the Employment Tribunal, Community will continue to represent its members through thick and thin, and will see the Employment Tribunal case to the end unless the Society comes up with proposals which are acceptable to our affected members. An Employment Judge has already refused the Society's request for a review hearing. We will keep members updated on progress

Community NSPCC Conference Update

Convening the informal NSPCC Conference at Wortley Hall was one of the most positive decisions the Union has taken in supporting the progressive growth of our membership in the charity.

Sincere thanks to all those who attended and devoted their time and passion to debating their own ideas about how the NSPCC should be meeting the challenges in the sector in the future, and how best the employees, through and with support from Community as their Union, can best protect and advance their jobs and terms and conditions of employment.

What was particularly encouraging was the clear understanding that fully operational branches now needed to be set up within NSPCC, with branch officials elected and trained by the Union so we can continue to recruit all employees into the Union to maximise our ability to build a constructive relationship with the Management which will deliver the dignity and respect employees all deserve, and which appears to be so sadly lacking at the moment.

The Conference concluded with a determination that by this time next year we would be in a position to have a proper, delegate based conference, with members elected and accountable to their branches, so we can then start defining clear democratically derived policies in relation to the future.

I very much look forward to seeing that event happen, and to continue to appreciate the tremendous growth of self determination through Union membership and organisation we are witnessing at this time.

Joe Mann MBE, Deputy General Secretary.

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 any subsequent dismissal could be found to be unfair due to the Society's failure to mitigate the number of job losses.

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.

Pay & Reward Strategy

Community was not consulted on and did not agree to the recently imposed Pay & Reward Strategy and 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

Community membership has grown substantially over the last quarter. 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 this month. There is a further course w/c 21st November.

Community is helping you to build a strong organised structure within the NSPCC to give you a strong voice and a 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.

Following the recent reorganisation, we have attached a Mapping pro-forma for you to complete and return. This will help Community to help you organise in the workplace. Please return the proforma in the freepost envelope enclosed.

To contact us please ring the Member Service Centre on **0800 389 6332** or e-mail nspcc@communtty-tu.org

NSPCC – Mapping Pro-forma

Community NSPCC membership has grown significantly in recent months and we now have a number of trained Community NSPCC Workplace Reps. Following the recent reorganisations, we felt it was timely to ask our NSPCC members to update their details. This information will be used to help us help you organise in your workplace, and in the respective NSPCC Regions.

Many thanks

*National Operations Team
Community*

Name:

Membership No.:

Work email:

Home email:

Work Tel. no.:

Home Tel. No.:

Mobile No.:

NSPCC/Childline*

Delete as appropriate

Job Title:

Department:

Workplace Address inc. postcode :

NSPCC Region e.g. North West etc.:

Number of colleagues in department:

Approx. no. of colleagues in building:

If you have moved home recently:

please provide details of your new address:

*I am interested in finding out more about becoming a Community NSPCC Rep
– please contact me*

Please return in the Freepost envelope included.