

IMPORTANT INFORMATION



NSPCC MEMBERS' CHRISTMAS UPDATE

NSPCC Pay & Reward Scheme - urgent information for members who "opted in" by default earlier in 2011

Community has been contacted recently by a number of our members. They had received notification earlier this year regarding the new Pay and Reward Scheme giving them the option to transfer to the Scheme. Under the heading Amendment to Statement of Particulars of Employment, the letter stated "I have outlined below the changes that will take place if you elect to transfer and would urge you to do so".

The only changes detailed in the letter were to Salary. The letter went on to state if accepted, revised terms and conditions would be sent out *reflecting these changes*. Furthermore no further action was required by our member. Members accepting the move to the Pay and Reward Scheme opted in by default.

Community has now been advised that members who opted in by default have been recently receiving Terms and Conditions of Employment which purport *"further to your acceptance of the new pay and reward scheme and your 2011 performance review, your terms and conditions are reflected below"*.

Community has reviewed these 2011 Terms and Conditions against our members' original contracts, and against the correspondence detailing the limited changes to terms and conditions in moving to the Scheme.

Community's legal advice to our members is that it is not in your interest to accept these new Terms and Conditions; there has been no consultation on these changes and they go far beyond the changes detailed in correspondence inviting members to join the Pay and Reward Scheme.

The new Terms are not compliant with the requirements of a Statement of Particulars as set out in Section 1 of the Employment Rights Act 1996 and if accepted permit the NSPCC to implement changes to your terms and conditions of employment without requiring your agreement and without consulting Community.

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Contact the Member Service Centre free on 0800 389 6332 or

e-mail nspcc@community-tu.org

On this basis, Community advises you that if you have, or do receive new Terms and Conditions which do not reflect the limited changes outlined when you opted in by default to write to the Society to this effect informing it you do not accept the new Terms.

If you need our assistance in this matter please contact our Member Service Centre on 0800 389 6332 or email nspcc@community-tu.org

Community will continue to support you in defending your rights. Community will help you develop a strong workplace structure giving you that strong voice within your workplace.

Our Bulletins this year have demonstrated the need for union membership within the NSPCC – Help grow your union, recruit a colleague!

Final reminder

For our members seeking support in seeking legal redress owing to the changes to your contracts detailed in the previous December Bulletin, Christmas post can be a bit haphazard if you haven't sent the Employment Tribunal pro-forma yet, please email it to us or fax it to 01562 740153.

And finally...

Seasons Greetings to all our members at the NSPCC, we wish you a happy and a healthy 2012

