

**Why be a fragment on your own...**

The image is a collage of various workplace-related scenes, including a protest with flags and signs, a woman in a headset, a man in a hard hat, a man in a white lab coat, a woman in a red shirt, and a man in a white shirt. A large yellow puzzle piece is centered in the collage, featuring the logo for **unite the UNION**. The logo consists of a stylized red and orange flame above the word "unite" in blue lowercase letters, and "the UNION" in smaller blue uppercase letters below it.

**Pay**

**Working Conditions**

**Skills**

**Holidays**

**Pensions**

**Health & Safety**

**Equality & Diversity**

**Working Hours**

**...when you can join Unite and be part of the bigger picture?**

**Join online at [www.unitetheunion.org](http://www.unitetheunion.org)  
Visit [www.unitetheunion.com/steria](http://www.unitetheunion.com/steria)**

## Steria in the UK

Steria with currently 5,000 employees in the UK is a large and complex company with different business units and a number of locations.

On your own you can have little influence. As a member of Unite, the largest union in the UK with many people like you in Steria, you can have a voice with the company.

### Unite...

#### ....to represent your interests

Unite in Steria has

- improved a 0% pay offer to a 3-year above-inflation pay deal through negotiation with Steria in 2009
- negotiated a legally binding agreement providing for a new defined contribution pension scheme, on terms designed to replicate the level of pensions their defined benefits scheme currently provides
- successfully protected members transferring from Steria to Cap Gemini, safeguarding 78 terms and conditions at equal or improved levels (including pay, pensions, working hours and flexitime, shift allowance, continued collective bargaining and even bad weather payments)
- worked in collaboration with Steria to mitigate against redundancies, including enhanced protection and job security, improved redundancy compensation and identification of retraining opportunities.

But the future is uncertain and in the current economic climate, now is no time to be outside the union. You need the best possible support at work – and this is where Unite comes in. Our network of expert representatives and officials is there to provide advice and assistance for you. We work closely with our members to develop union organisation in Steria, and secure more than required by law.

#### ....for support at work

The IT industry has changed and is changing even more. In the past, with many more IT jobs than IT staff, IT individuals within the UK could use their individual bargaining power to get a fair return. Those days are over. Offshoring and the recession reduce the power of the individual even more so, even though profits from IT may be as high as ever. But collectively, UK IT staff can still protect and improve their terms and conditions of employment. Changed economic situations demand changed thinking by IT staff, and that should mean a true examination of the benefits of collective organisation.

In the world of work you are applying your skills to the arena in which you work. But what about employment rights, contracts of employment, pay, pensions and working conditions? Steria uses lawyers, accountants, management consultants, and other advisors to protect its interests. Don't you deserve access to similar expert advice and support? Unite can help to help you protect your interests.

#### ....as the largest union in Britain

Unite has almost 2 million people like you and the largest Parliamentary presence of any union to provide political influence in employment legislation, representation in Parliament and to government, and campaigning to strengthen your rights at work.

Unite also has a specialised sector serving the interests of people in IT and the expertise and experience of representing members like you in over 300 IT companies, including Accenture, CSC, HP, IBM, Fujitsu and many others.

UNITE – the union of choice for IT professionals

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