

TUPE – Discussions Concluded

UNITE and WorldPay have concluded discussions on final TUPE measures, the detail of which is currently being communicated to all in scope members and staff. Whilst the transfer terms are broadly favourable and mirror those agreed for members who have already transferred to WorldPay, overall agreement could not be reached as a result of failure of the parties to reach agreement on future pension provision. A separate UNITE newsletter on the subject of pension has already been issued, this newsletter will concentrate on the TUPE measures outside of pensions.

Transfer Terms

It would prove impossible to cover all the detail of the transfer terms within this newsletter; therefore the key items have been detailed. WorldPay will provide a comprehensive communication encapsulating all the transfer terms.

Base Pay & Value Account – members will see no change in base pay and Value Account payments will continue.

Pay Date – members will continue to be paid on the 18th of each month, where of course this date doesn't fall on a weekend or bank holiday.

Holidays – annual leave entitlement will remain unchanged, including any members that have heritage annual leave entitlement that sits above the standard RBS terms. Up to 5 days annual leave can continue to be carried over to the following holiday year, subject to line manager discretion.

Sick Pay – eligibility for sick pay will remain in line with current arrangements within RBS, including some eligibility of up to 12 months sick pay and those members with less than 26 weeks sick pay due to their length of service will accrue additional sick pay eligibility based upon service anniversaries.

Share Plans – as WorldPay are not a plc and the majority shareholders are Advent & Bain, the company will be unable to offer share plans. In terms of RBS

Share Plans held, further information will be provided by RBS in respect of these; however as a 'Good Leaver' you are able to continue to contribute to these plans for up to six months post transfer and then exercise the option at the option price, alternatively you can receive the cash back that has been invested.

Bonus/Incentives/Sales Incentive Schemes – on transfer members will be eligible for the WorldPay discretionary bonus scheme which provides superior bonus opportunity to the current RBS arrangements with all Level 3 performers, and in some cases Level 2 performers, able to achieve bonus subject to meeting the necessary criteria and based on individual performance. The performance year and payment dates for bonus will remain unchanged. WorldPay have stated their strong belief in rewarding performance and as such are developing a new enhanced bonus scheme which will be effective from the 2012 performance year and will not be subject to deferral. As the scheme is still being developed, further details will be provided to you by WorldPay in due course.

Deferred Bonus Awards – you will continue to be eligible for these as a 'Good Leaver'.

Severance – the current standard Group severance terms will continue to apply post transfer i.e. 3.5 weeks pay per completed year of service. The early retirement elements of the severance terms will no longer apply as these were linked to membership of one of the Group Defined Benefit Pension Schemes. It has also been

confirmed that the existing Job Security Agreement will transfer; however WorldPay have stated that there are no planned redundancies and they have also given a commitment to remaining on the existing Harrogate site.

Your Bank – these benefits will not be provided by WorldPay; however certain products will remain until the end of the current term, with others ceasing 6 months following transfer. RBS will provide full details of this as part of the “Good Leavers” information.

RBSselect – some of the core benefits currently enjoyed will continue and will transfer seamlessly. However in some cases WorldPay are unable to replicate the current benefits but can often offer alternative options as part of the WorldPay Freedom flexible benefits package. Further information as to how exactly the RBSselect style products will operate post transfer will also be provided. RBS will also provide members with information regarding those benefits that will either cease on transfer or following a period of months post transfer.

Mortgage Subsidy – for those members in receipt of this contractual payment, WorldPay will continue to make a monthly non-pensionable payment as well as covering the cost of the associated life assurance cover on the first £70,000 of any borrowing.

Policies & Procedures – members will see no material changes to existing policies and procedures except for some minor amendments to simplify some policies and to reflect that these are now WorldPay policies. The policies that have transferred include all aspects including associated payments and include Overtime, Shift Allowances, Maternity, Paternity, Parental, Adoption and Dependants Leave. In addition the Disciplinary and Grievance Policies transfer, along with the Dignity at Work, Sickness Absence and Performance Management policies.

In terms of flexible working, the contents of “Your Time” will transfer, which includes compressed hours, job shares, term time working, part time working etc. WorldPay also operate their own “Ambassador Programme” to award high achievers as well as providing an Employee Assistance Programme (EAP) similar to Lifematters.

Union Recognition – UNITE’s collective agreement for the purposes of sole collective bargaining rights within

the U.K WorldPay business will transfer with TUPE, which will include the rights of representation from UNITE. The union are in the process of developing their working relationship with Senior Management of WorldPay.

Even though the consultations have mainly concluded on the transfer terms, this does not mean that dialogue between UNITE and WorldPay will not continue on the transfer terms or the broader mechanics of the transfer. If members have indentified any elements of their terms and conditions or any polices and procedures that have not been addressed within either UNITE’s or WorldPay’s communications, please contact UNITE and where appropriate these will be raised with the business.

Next Steps

WorldPay will have communicated the detail of the transfer terms to members and what this means for you individually. The transfer date for the Authorisations Team is currently anticipated as 1st November 2011, whilst Operations Finance has a later transfer date of 1st February 2012. Regular on site surgeries will take place at Gateshead and Harrogate during week commencing 6th September on pensions, benefits and operational issues. All in scope staff will have an opportunity to ask questions on any aspect of the transfer and their terms and conditions of employment.

UNITE will also be on site at Gateshead on 12th September from 11am – 3pm to meet members and to respond to any queries. Support will also be available at Harrogate via your local Workplace Representative

Unite Comment

UNITE believes that broadly the transfer terms are favourable and ensure that on transfer as much as possible does not change and that the transfer from RBS is as seamless as possible. UNITE does recognise that there will be some disquiet as to the loss of the share plans and Your Bank benefits, however it is not possible for WorldPay to replicate these benefits.

The consultations were conducted in a broadly constructive, open and positive manner; however UNITE are bitterly disappointed that overall agreement could not be reached, as a result of a failure to agree to the post transfer pension arrangements. Details of the pension discussions are contained within a separate

newsletter. UNITE believes that the future for WorldPay is bright and that it appears that this new beginning could represent a great opportunity for staff within WorldPay; however the union maintains that this new start for WorldPay could have been much more positive had agreement been reached on pensions and therefore the whole set of transfer terms.

Are you in Scope?

If members have been identified as being in-scope, it is important that leading up to the transfer that we begin to identify which members will be transferring to the new employer. This enables the union to communicate directly with its members within a given institution and will ensure that post-transfer you do not continue to receive UNITE RBS communications. If you are in-scope, and have not already contacted the union, please e-mail your name, membership number (if known) and home address to www.rbsinfo@unitetheunion.org

Update Your Membership Details

It is also important that members ensure that their membership details are up to date and accurate, i.e. home address, workplace address, whether you are full time or part time etc. If you believe that your membership details are out of date, please also e-mail rbsinfo@unitetheunion.org with your updated details, alternatively you can contact your local District Office by phoning **0845 850 4242** or logging onto 'My UNITE' at the website www.unitetheunion.org where you can update your own details.

UNITE Representatives

UNITE concluded negotiations with RBS in late 2010 on a new and improved UNITE Representatives Agreement. We are always seeking members to take on one of the four UNITE Representative roles, i.e. Workplace, Union Learning, Safety and Equality. Any UNITE members interested in finding out more about becoming a UNITE Representative please contact the UNITE RBS Helpline or e-mail rbsinfo@unitetheunion.org

Not a Member?

Join UNITE's one and a half million members and have a voice on this and other issues, as well as receiving support, advice and representation for £11.48 a month for full time staff and £5.72 per month for part time staff working less than 21 hours a week. Membership forms can be obtained by phoning **0845 850 4242** or emailing rbsinfo@unitetheunion.org plus you can join on line at www.unitetheunion.org.

Feedback

If you have any feedback regarding the transfer terms, any measures that you believe are outstanding, concerns regarding terms and conditions or the transfer in general, please e-mail rbsinfo@unitetheunion.org .

ALISON MACLEAN & STUART DAVIES – JOINT LEAD OFFICERS

HELPLINE – 0870 241 4425

Join Unite the Union online at www.unitetheunion.org