

WORKING FOR YOU IN WORLDPAY

WorldPay – TUPE Update

Further to the UNITE newsletter in August confirming the successful buyer of the GMS/WorldPay business, UNITE have been in extensive consultations with both RBS and the new WorldPay business in respect of the TUPE transfer terms. Whilst it would be normal practice to conclude discussions on all terms before communicating these, UNITE has agreed with RBS and WorldPay to, where possible, advise on those transfer terms that have been agreed, as soon as practicable. Equally it is important that discussions are fully concluded on those measures that have yet to be communicated, to ensure the best outcome possible for members.

Discussions to Date

UNITE have been involved in a series of meetings with RBS and senior representatives from WorldPay since late September and WorldPay have detailed their visions for the new business, as well as the core principles governing both their approach to the TUPE transfer and the business moving forward independently of RBS.

In a positive set of core principles WorldPay have stated that they “want employees to ‘feel good’ about the sale, to be motivated and excited about the opportunity it brings” as well as confirming that they wish to ensure “that future terms and conditions of employment are attractive and compelling to employees”. Fundamentally important to the TUPE process is the core principle that WorldPay are “committed to ensuring that the package is broadly similar”.

These core principles are clearly welcomed by UNITE; however the union has stated that these principles will be tested by the progress made in terms of agreeing the

transfer terms; although UNITE recognises that not all benefits can be replicated like for like.

WorldPay have also outlined their future business plans, which include investment in a new technology platform to the tune of £200m, as well as plans to increase headcount to help grow the business. Again these are positive messages and are contributing to a broadly positive reaction from in-scope staff to the prospect of transfer, subject of course to a good agreement on transfer terms.

Measures Agreed

There have been two communications from Ron Kalifa in respect of transfer terms agreed to date and whilst it is not intended to cover these all again in this newsletter, the key elements are:-

Base Salary & Value Account Funding – these will remain the same upon transfer. Where members sit on heritage Natwest contracts and do not have a Value Account, the equivalent payments that you currently receive will continue.

Salary Scales – these will remain unchanged and discussions continue in respect of the management of the annual pay round.

Working Hours – WorldPay will continue to honour working hours, overtime payments, contractual working parameters, shift allowances and call out/stand by payments, as well as honouring any existing flexible working arrangements.

RBSselect – these RBS provided benefits will cease post-transfer; however WorldPay have communicated broad

details of the RBSelect benefits that they intend to maintain and overall it represents a good package, particularly when compared with other TUPE transfers seen within the RBS Group in the last 18 months. The actual detail of the benefits is still being finalised and whilst it is proposed that not all the benefits under RBSelect will continue, the majority have been maintained and those with the greatest usage.

Whilst agreement has been reached on individual measures and UNITE agreed that these should be communicated to provide certainty to members, the overall package is still subject to overall agreement from UNITE, which will include some crucial measures such as pensions, mortgage subsidy, bonus, sick pay, redundancy terms etc.

Pensions

Unsurprisingly the issue of pensions is the one area that members have contacted UNITE in great numbers. Pensions are still subject to on-going discussions; however UNITE recognises the importance of solid pension provisions that fairly reflect the benefits currently enjoyed in one of the Group schemes, whether this is Defined Benefit or Defined Contribution. More information and communications on pensions will follow in due course as the consultations progress.

There have also been a number of questions regarding the position of the Group Defined Benefit Pension Scheme post transfer. Members would cease to be members of this scheme post-transfer and the pension would become deferred and is then index linked with the pension increasing annually by RPI up to a maximum of three per cent for those members of RBS heritage and five per cent for those of Natwest heritage.

In most cases members can opt to take their pension early on an actuarially reduced basis from 55 onwards and from 60 onwards on a non-actuarially reduced basis, whilst continuing to work for WorldPay. The pension in payment increases at the same level as detailed above for pension in deferment. Individual circumstances will differ dependent upon historic arrangements; therefore members should contact the RBS Pensions department for a definitive position.

UNITE Comment

UNITE welcomes the positive messages being delivered by WorldPay in respect of both the TUPE process and also the future plans for the business. Members will be anxious to see these core principles demonstrated when establishing the final transfer terms. UNITE are pleased at the progress made to date; however a number of key measures are outstanding and the union is committed to ensuring the best possible terms are achieved. UNITE will not be agreeing the terms, unless the union is absolutely satisfied that the terms are the best available and represent a good deal for members. WorldPay appears to have a bright future based upon the commitment to invest and the plans that WorldPay have; however this must be built on the foundation of

good transfer terms to ensure a fully engaged and committed workforce.

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

UNITE Representatives

UNITE are always seeking members to take on one of the four UNITE Representative Roles i.e. Workplace, Union Learning, Safety and Equality. It is particularly important within those areas earmarked for divestment. 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

UNITE Updates

If you would like to receive regular updates electronically from the union, please e-mail, along with your membership number (if known) and home address, from your preferred e-mail address to rbsinfo@unitetheunion.org

Not a Member?

Join UNITE's 1.5 million members and have a voice on this and other issues, as well as receiving support, advice and representation, for £10.96 a month for full time staff and £4.98 per month for part time staff working less than 20 hours a week. Membership forms can be obtained by phoning 0845 850 4242 or e-mailing rbsinfo@unitetheunion.org, plus you can join on-line at www.unitetheunion.org

Feedback

If you have any feedback regarding the discussions to date, concerns regarding terms and conditions or the transfer in general, please e-mail rbsinfo@unitetheunion.org or one the UNITE Workplace Reps:-

Ian Rolfe (Salesforce) – Ian.Rolfe@rbs.co.uk

Mikyla Greenfield (Harrogate) – Mikyla.Greenfield@natwest.com

Julia Davenport (Aldgate Union/Mansell Street) – Julia.Davenport@rbs.co.uk

STUART DAVIES & ALISON MACLEAN –
JOINT LEAD OFFICERS

HELPLINE – 0870 241 4425