

## Changes to Final Salary Pension Scheme: 90 day consultation period to start

Members will have heard the announcement from Capita on Monday that changes to Final Salary Pension arrangements are being proposed for Unite members who transferred across on the Prudential, Co-op, Resolution and Alba Life contracts.

Members will clearly be deeply concerned about the Group wide proposal to dilute pension arrangements and there is clearly a lot of talking to do over the next three months. At this stage there are more questions than answers and Unite is keen to understand what has fundamentally changed since Capita gave strong commitments to our members that they would match pension arrangements at the time of the respective transfers. Unite has a clear policy position of supporting members who look to take action to defend their pension arrangements. The Union is not ruling anything in or out at this stage and much will depend on our members response and what progress can be made in talks with Capita over the consultation period.

Unite are also concerned that Capita Life and Pensions positioned last year's pay round against the ongoing cost of maintaining pension arrangements. In addition, Unite is aware that there is no guarantee, at this stage, that the new Divisional bonus arrangements will offer our members the same earning potential in 2010 and that our members may be asked start to make pension contributions at a time that their overall salary package is being diminished.

We are in the process of arranging Unite members meetings across the impacted sites to give you the opportunity to air your views on the Pension proposals. (Details of these will be confirmed shortly). Your Senior Workplace Reps have also agreed that Unite members will have the final say and you will be balloted to accept or reject the final proposals from Capita in due course.

In advance of the members meetings please contact your Unite representative if you have any initial views or concerns.

If you are not yet a member of Unite but wish to have your say in the union's approach to the Consultation process please contact your Unite Representative for a membership form or visit [www.unitetheunion.com](http://www.unitetheunion.com) to join online.

### **YOUR UNITE SENIOR WORKPLACE REPS FOR EACH CONTRACT ARE:**

- **Mike Dyer - Pearl (Based at Glasgow, St Vincent Street)**
- **Iain Gentles - Hartshead (Based at Glasgow, Bothwell Street)**
- **Graeme Hoskin - Prudential ( Based at Reading)**
- **Thomas Patterson - Prudential (Based at Belfast)**
- **Christine Williamson – Co-op (Based in Manchester)**