

OCTOBER 2008

Welcome to the first issue of our new regular newsletter. We aim to keep you informed about what is happening in and around Aviva.

## PENSIONS

Members will be aware by now of the proposed changes to Aviva's staff pension schemes. These changes chiefly involve the introduction of compulsory contributions to the Defined Contribution (DC) Scheme and an increase in contributions to the Defined Benefit (DB) Scheme.

Unite has been involved in discussions around these changes and has involved their specialist Pensions Officer in these. Unite does not accept that there is a good reason for any changes and will continue to argue against them. Whatever happens we will continue to impress upon the company the importance of keeping its DB scheme in place for existing members and offering a good value and well publicised DC scheme for all staff.



## NUI Operation 2010

Consultation on Ops 2010 started after the announcement of 6 June that a decision had been made to move to seven centres of excellence.

"Project Bates" which gathered the information on which the decision was made started in January 2008. The company policy is not to consult on business decisions, so the initial consultation with Unite was purely information about the high level decision. This information was given to Unite National Secretary, Andy Case one hour before the announcement.

Formal consultation with Unite in conjunction with Your Forum started on June 10. Since then there have been regular meetings at which increasing levels of detail have been shared. It is very clear that this detail was not available in June and plans are still being developed and changed. The company view is that they were forced to make an announcement before they intended. They wanted to ensure that they informed staff rather than having staff learn about the announcement from the media.

We have raised a number of concerns about the retention bonus proposals which we believe were intended to cover those staff with less than 2 years service who would not benefit from any redundancy payment. The proposals were not well received by staff but members' concerns were raised with the company and we have been able to influence changes.

Unite has made it clear that we feel we have been consulted on implementation but we remain unconvinced so far that it has been full and meaningful. However, we are continuing to work for our members in these consultation meetings. We will be holding site visits and surgeries over the coming months as the company's closure plans are finalised.

## Unite launches new website

Unite reps within Norwich Union formally launched their new website [www.nusection.com](http://www.nusection.com) on 1 October 2008. The site is open for all staff and aims to provide information about what's happening around Norwich Union as well as enabling you to get involved in your union. The main benefit of the site is that it enables us to communicate more effectively with our members and will give members a portal to communicate with us. The site will be updated on a regular basis and we are currently developing an online forum so that NU staff can discuss issues around the workplace. The site is free to join but requires the user to register to get the full benefit of the site.

# NU announces 500 job losses at Monks Cross in York

The areas affected are Lifetime (a wrap platform) and Collective Investments Administration, employing 300 and 200 people respectively.

The remaining 250 staff at Monks Cross work in other areas and so are unaffected.

Lifetime is being outsourced to Scottish Friendly in Glasgow by early 2009 and Collective Investments Administration to International Finance Data Services (IFDS) in Basildon by end-2009.

Technically, these are what are known as TUPE

transfer arrangements. However, few staff are likely to want to relocate over such a distance. Unite continues to be involved in consultations on this issue through Your Forum.

There has been substantial coverage in the local media, and Andy Case, the Unite Finance Sector National Secretary with responsibility for Aviva, has been quoted extensively.

These job losses were not entirely unexpected, as they were subject to a leak to the York "Press" in the previous month.

Earlier in July, a role reduction of 240 by

end-2009 was announced in Finance. Most of these jobs are in York; areas affected include Actuarial Reporting, Finance Systems and Operations.

The role reduction results from the ongoing Finance Transformation programme and completion of major projects, namely Heritage (Swiss Re migration) and Wagner (estate reattribution).

Staff are currently going through a selection process which is expected to complete by 30 September.

## INFORMATION, CONSULTATION OR NEGOTIATION?

**Your Forum is a body of representatives that the company has chosen to consult with over changes in your workplace.**

**Unite's goal continues to be full recognition of the union and collective bargaining in Aviva – an arrangement it already has in every other major financial institution.**

**Only when there is a fully recognised trade union within Aviva will there ever be true negotiation on the important issues that affect you.**

## WE CAN - WE CAN'T

**WE CAN - give you individual representation**

**WE CAN'T - represent you if you are not a member**

**WE CAN - safeguard your health and safety at work**

**WE CAN'T - help things change if you don't tell us there is a problem!**

**WE CAN - consult with the company about matters that affect your working conditions.**

## Beer!

The Norwich Union branch of Unite are organising a visit to this year's Norwich Beer Festival at the end of October. Further details will be published on nusection.com in early October.

## Pay awards within the finance sector

Look how our pay award lags behind other finance sector companies. This will be the second year in the row that Aviva have appeared towards the bottom of the league table.

All of the companies above us in the table negotiate with trade unions over pay.

Nationwide Building Society	5.35%
Barclays Bank	4.97%
AXA	4.70%
Royal & Sun Alliance	4.39%
Northern Rock	4.00%
HSBC	4.00%
Lloyds TSB	3.80%
Royal Bank of Scotland	3.75%
Prudential	3.75%
Legal & General	3.75%
HBOS	3.50%
Aviva	3.50%
Britannia Building Society	3.40%
National Australia Group	3.25%
Bradford & Bingley	3.00%
Standard Life	2.00%

Source: LRD Pay & Conditions Database

## Hibernian staff ballot for industrial action

In July this year, Unite members within Hibernian voted overwhelmingly in favour of industrial action to support Unite's campaign to maximise the number of sustainable jobs in Hibernian Group Ireland.

The ballot came just two weeks after the announcement by Hibernian that it wanted to shed 580 jobs from its workforce of 2,200 over the next three years, with most of the jobs being transferred to India.

Commenting at the time, Jerry Shanahan, National Officer said "We are mandated, if required, to organise one hour stoppages to bring the message home that these proposals in their current form are not acceptable".

Following this ballot Unite and Hibernian

management held several meetings. Unite was able to agree an engagement framework for discussions that encompass consideration of the cost challenges, the Company's plans and proposals and Unite's agenda for maximising sustainable jobs in Hibernian. A clear understanding was also reached of how the engagement process will proceed.

Under the agreement, Management have undertaken to engage with Unite Representatives in a meaningful, constructive manner with a view to reaching agreement to deal with the cost challenges, the company's business plans and Unite's agenda for maximising sustainable jobs in Hibernian.

## Hibernian?

### What's it got to do with me?

Hibernian is part of Aviva, based in Ireland.

Hibernian employs around 2100 staff of whom 1700 are Unite members.

Unite has a full recognition agreement with Hibernian.

Look at the difference strong membership makes.

The more members we have the more we can do about your issues.