

# UNITE INDUSTRIAL ACTION BALLOT

Following the Ballot results which backed the call for industrial action at the 5 sites, Unite and Capita Life and Pensions have been engaged in a series of discussions over the last week in a final attempt to see if Industrial Action could be averted. The talks concentrated on the financial impact that members in Capita Life and Pensions are facing as a result of having to make pension contributions for the first time or facing an increase in contributions.

These talks concluded on Thursday with the following final offer from Capita Life and Pensions which was formally confirmed in writing today:

- An overall payment of 3.5% of basic salary to those affected by the pension changes and previously contributing 0%. To be paid as a one-off payment in two tranches, 2.25% in January 2011 and 1.25% in January 2012.
- A one-off payment, to those in the AXA contract affected by the pension changes, of 1% of basic salary paid in January 2012.
- A one-off payment, to those in the Co-op contract affected by the pension changes, of 0.5% of basic salary paid in January 2011.

This will also apply to the ITS members balloted at Quadrant Court and those who are part of Capita Financial Administration working within the Co-op contract.

Capita Life and Pensions have also confirmed that the 2 year pay and bonus offer made to Unite in the initial talks over the summer is still on the table unless and until Industrial Action is taken. Depending on the outcome of the ballot,

this offer will be the subject of separate talks which Unite hope to conclude having considered the overall feedback, especially from the sites not currently impacted by the Pensions issue. Although the different TUPE terms and migration into different parts of Capita make it difficult to get a one size fits all solution, when taken as a whole, **the Unite negotiating team has been able to secure an offer worth up to 12.75 % of salary paid** over slightly more than two years for the majority of members. This is on top of the many concessions that Unite were able to secure over the course of the original Pension consultations and we believe that members will want to give the offer serious consideration as your Unite negotiating team believe this is the best that we are able to achieve through negotiation with Capita Life and Pensions.

The National Company Committee will be meeting this Thursday (30th) to formally discuss the offer. In addition, Unite will look to convene members meetings at each site the week after next and details will be confirmed separately.

A ballot of members on the offer will then follow and details will also be confirmed separately.

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## Unite in Capita Life and Pensions

Daryl Williams, Full Time Officer, Unite the Union, Finance and Legal Sector