

What you can do

Nokia is taking advantage of the powerless position of employees in the UK – that's why people in Nokia need a union.

Nokia has a whole battery of expertise in the form of lawyers, accountants, actuaries, management consultants, and PR professionals. Shouldn't you have access to similar expertise? Internally based consultative bodies do not have access to the required expertise or wider knowledge of what is happening elsewhere in other companies.

Join us in trying to open up communication in Nokia and creating a voice to speak out on our concerns. By joining, you get to have your say on what issues we escalate, and independent advice from a union with expertise across the professional IT and Communications sector. The more that join, the more pressure we can apply to get things fixed. Only a collective approach can deliver change that will address your concerns – so get involved today!

Join today to have your say - and spread the word to others!



Visit www.unitetheunion.org/nokia
to join online and for more information

Get involved!



Why be a fragment on your own...



...when you can join Unite and be part of the bigger picture?

For more information see www.unitetheunion.org

Nokia: United – Re-connecting People

On your own you can have little influence. As a member of Unite, the largest union in the UK with thousands of people like you in IT and Communications companies like Nokia, you can have a voice with the company and benefits of union membership.

Unite has

- A long history of involvement with companies like Nokia, and a specialised sector serving the interests of people working in IT and Communications
- extensive experience of protecting the interests of members faced with change at work
- the expertise and experience of representing members in over 1300 IT and Communications workplaces, including Accenture, Ericsson, HP, IBM, Fujitsu, Panasonic and many others

The Employee Engagement Forums are severely limited in its remit and powers – with its creation specifically forbidding discussion of concerns such as pay issues, promotions and business changes. Most other Nokia R&D sites across Europe have a union presence, able to flag up any concern with site or senior management, with the UK being a notable exception. At present, months go by as complaints are made to local management that are ill-equipped or unable to exert any influence in response to helpful suggestions. We want to make Nokia a better place to work, and a more productive company – properly engaging employees in decisions and promoting the more open communications which we desperately need. A union like Unite provides the framework for this, with members running the show – deciding which issues need to be addressed, and empowering individuals as representatives to speak on behalf of others on concerns we all share. It's about creating a constructive dialogue to fix problems for the benefit of employees and Nokia as a whole.

Some obvious concerns we want to tackle:

Where are we going?

The end of the lease of the Friar's House and Boundary Row sites at the end of 2011 would affect hundreds of people. Despite numerous requests, the company has failed to provide any assurances other than that there will be a site "in London". This answer is so vague and of great concern as an inconvenient relocation could impose a massive increase in commuting times that would drive away talented Nokians. Alternatively, renegotiation of a short extension to the current lease could just prolong the uncertainty.

We need assurances that Nokia will keep the Symbian development site within 10 a minute commute of the current site in Central London and will seek employee input on any relocation decisions.

Living in the deep freeze

A headcount freeze seems understandable in the current circumstances but it is a blunt instrument that wrecks careers too. While it is intended to reduce the number of new recruits, lowering costs, it also removes promotion possibilities and stops people moving sideways into new roles. Couple this with the loss of talented people in the teams and few training options and Nokia quickly becomes the place to have your career halted. Many chose to work here in order to tackle challenging problems, and find themselves spending most their time doing administration. Too often, the abilities of talented engineers are not put to good use, with skills left to rot.

We urge an end to the moratorium on internal transfers, restoration of decent career development options and an emphasis on freeing engineers from mindless administration and the micromanagement culture.

Tools, Processes and IT

Tools and equipment supposed to improve effectiveness have the absolute opposite effect with each new unsolicited, dictated roll-out. Productivity and satisfaction continue to decline and too little is done. The massive negative impact of Synergy for developers has lost months of effort – not just in the disruptive changeover but by how difficult it is to achieve tasks that were once simple. The defect tracking system is 'Rational' by name only – with developer admin time on a defect at least doubled compared to TeamTrack.

We must establish a connection between those responsible for tools and IT, and the engineers who have to use them – no decision should be made without proper consultation on requirement and rollout.

Employee engagement – re-organisations are not the answer

Staff morale and engagement are at an all time low. The disastrously low level of engagement revealed in the Listening To You survey last year has been surpassed in the recent Pulse survey. For ex-Symbian staff who once worked for a company ranked 2nd top in the IT sector in the UK, this change has been severe. No one seems able to do anything, local managers are neutered and senior managers are too busy between re-organisations to listen to their staff – too often communicating solely via email spam.

We want to speak for all employees with a single voice and help the company re-engage with senior management – we all need each other to succeed again.

A decent place to do a day's work

The continuing dilapidation of the Friar's House and Boundary Row sites is a disgrace. Facilities more akin to a music festival than a number one company greet staff every day. Kitchens with insufficient mugs and unrepaired facilities are common, as are toilets with poorly maintained plumbing and crumbling plaster (not to forget the FH2 kitchen with toilets leaking from above!). Meeting room facilities are also a gamble, with projector, phone and cable problems often causing delays. This is even more of an issue with the travel restrictions now in place.

Decent hot food from Relax was a major benefit that has been lost – with many opting to take longer lunches elsewhere, and the invaluable loss of a place for chance encounters with people from different teams. It's understandable that massive investment is not possible, but it shouldn't just be left to deteriorate.

We need a plan of action to have facilities that are repaired and maintained properly, and clear communication about Relax – thinking imaginatively about a better solution with our input.

Pay and bonuses

Given the economic and business climate, it's understandable that staff costs need to be restrained. But when pay is reviewed and bonuses available, the distribution must be fair and open. The latest UK pay review round was badly handled with many talented people not being rewarded if they happened to be in a team in which others received promotions, yet others in lower performing teams all got modest raises. None of this was open and it was certainly not fair pay for performance. Similarly, the high bonuses for H2 09 did not reflect the achievement at that time and then there was the farce of the H1 10 bonus for many being rendered null and void before spring had sprung. Bonuses must be meaningful and achievable, not seemingly random.

We call for restoration of the 70%/30% split between general and individual/team goals, and an urgent overhaul of the pay review process to ensure total transparency and openness.