



MANAGEMENT REVIEW OF SUPPORT FUNCTIONS

Amicus representatives met recently with management to discuss the review of common support functions - Head Office Support, Global Liaison, Communications and Administration. As a result of this review, management propose to make the changes listed below. For employees in displaced roles, it is intended that the 5 month "at risk" letter should be issued in July with jobs ceasing by December 2006.

Head Office functions

The following S05 roles will relocate from Southampton to London – Secretary to the Head of Customer Services, Global Liaison Officer, Global Admin Support Assistant.

Work associated with the Global Support Officer role (S05) will relocate from Southampton to Leeds.

Individuals will be given the opportunity to relocate or, if this option is unsuitable, to be redeployed into suitable alternative roles.

Communications

By the end of the year, management wish to cease all on-site Communications roles, with the result that the following roles will be displaced:

Edinburgh	1 x S04	Hemel	1 x S04	Hamilton	1 x S03
Leicester	1 x S05	London	1 x S05	Leeds	1 x S05
Southampton	1 x S05	Swansea	1 x S05, 1 x S03		

In addition, the following Communications roles at Hemel will also demise: one of the three S05 Communications roles in the Central Support team, and one of the five S05 Project Assistant roles in the Central Support team.

Management intend to manage all job losses in Communications, including those in Hemel, via attrition or redeployment. Amicus has requested that a VR register should be opened for affected staff as we are not convinced that attrition levels will be high enough to allow staff currently undertaking on-site Communications roles to be successfully redeployed in the allotted timeframe.

Administration

Because of management's plans to achieve a ratio of 1 Administration role to 150 FTE, there will be a reduction of 2 FTE Administration roles, one at Southampton (S05) and one 1 at Hemel (S03). Management have stated that this will also be managed by attrition.

If you have any questions, please contact your local JAOR on the numbers listed below:

Edinburgh	Ben Alderson	7456 8078
Leeds	Charlie Creek	7006 6027
Leicester	Steph Evison	7683 4781
Southampton	Andy Killworth	7216 2128
Hamilton	Billy McPike	7006 9591
Hemel Hempstead	Steph Shepherd	7240 5542
Swansea	Julia Kitson	7820 6513

Or you can call the Seconded Reps Helpline on 020 7253 9642 or 020 7336 8253.

Caroline Milton
Negotiating Officer

24 May 2006

