



ONE AVIVA - TWO BONUS SCHEMES

Many of you will be aware by now of the changes to the NU Bonus scheme. Despite a good year overall, NU have decided to penalise NUI staff for the fact that there were a large number of claims this year. This is despite the fact that these claims have meant that a shrinking NUI workforce have had to deal with more and more work.

In the past NU have taken a balanced approach to bonus - weighing up the gains or losses of one side of the business with those of the other. This dual approach to bonus payment concerns us and, as usual in NU, was not the subject of any sort of meaningful discussion with Unite or staff reps.

This bonus announcement comes on top of the imposition of a 3.5% pay pot (which applies to both sides of the business). This pay pot is well below RPI inflation and compares badly with pay deals in many other parts of the Finance Sector.

This pot was pushed through despite the staff forum being unhappy with it. For a large number of staff their pay 'rise' will be an effective pay cut. Many staff may have consoled themselves that although their pay rise was paltry, they would be recompensed through the bonus scheme.

If you work in NUI you now know that this won't be the case.

IT DOESN'T HAVE TO BE THIS WAY

NU is alone amongst major UK insurance companies in not recognising and negotiating with an independent Trade Union. It is no coincidence that in terms of pay deals, off-shoring, bonus and general engagement with staff, Norwich Union workers are worse off than most of their peers.

Our message to NU is - if you are a good employer, you have nothing to fear from engaging in a meaningful way with an independent Trade Union. All of your competitors do it and our strong belief is that staff morale is higher as a result.

WHAT CAN I DO?

There are two things you can do that will help to change things:

- Consider becoming a Unite Rep - we have vacancies across the country - if you are interested please contact Eileen Woods (eileen.woods@norwich-union.co.uk). Eileen will be able to tell you if there is a vacancy in your area.
- Encourage a colleague to join - whatever side of the business you work on, nobody can be happy with the way NU treat their staff. Point out to non-members that staff are not treated this way in any other major UK insurance company - it really doesn't have to be this way. If we can continue to grow our membership we will reach a point where NU have to recognise and negotiate with us.

In order to receive future communications please ensure that the details we hold on you are correct. Any changes should be notified to Mark Stimpson (stimpasm@norwich-union.co.uk).



Andrew Case, National Secretary

Join on line on www.unitetheunion.com