

# COST CUTS – ASSURANCES SECURED

**Further to Norwich Union's shock announcement of cost cuts of £300 Million in the UK between now and the end of 2009, Unite Officials met urgently with senior Norwich Union management on 24 October.**

As you will know it is just over a year ago that Norwich Union announced job losses of 4000. Therefore a key concern for your Union at this meeting was to ascertain the likely size of any job cuts relating to this announcement.

As you may know, the recently announced cost cuts break down to £200 Million in NUI between now and the end of 2008 and £100 Million in Life between now and the end of 2009. Our initial meeting with management was a frank but positive one and since then we have had further discussions with NU management on Monday 5th November, relating to the executive reorganisation announced that day. We have received assurances that at the present time there are no plans for further job cuts in NUI other than those already announced in IT and Marketing and those as a direct result of the executive changes.

We will hear more as the NUI senior management structure below executive level is determined over the coming weeks and, as plans develop, we have a commitment that further meetings between Unite officials and NU management will take place in good time.

The situation in Life is less clear due to the longer time-scale but we have been assured that there are no large scale job cuts planned at present. Furthermore we have a commitment that compulsory redundancies will be kept to a minimum in all business areas through the use of natural wastage, voluntary redundancy and redeployment opportunities wherever possible.

Unite will be monitoring the progress of these cost cuts, job losses and reorganisations as they roll out and keeping our Reps and members up to date with

developments. As ever, Unite Reps will also be playing a full and active part in consultation between management and the Forums.

Unite officials have taken the opportunity to impress upon management the uncertainty that these announcements create and the knock-on effect this has on morale. We believe that job cuts, cost cuts and the ever present threat of off-shoring are taking their toll on NU staff.

Over the next few weeks and months Unite Organisers and Reps will be visiting many of the affected sites. Please take the opportunity to speak to your Reps about any concerns you may have.

You can help us in strengthening our organisation and our voice within NU by encouraging a non-member colleague to join Unite today. Events of the last 12 months have proved beyond all doubt that Norwich Union staff need a strong independent trade union to speak up on their behalf. Staff can join by going online at [www.unitetheunion.com](http://www.unitetheunion.com) or by contacting their Local or Seconded Rep.

You can also help by considering standing for one of the vacant 'Your Forum' seats at the next opportunity. Unite has agreed to play a full part in the Forums and we are keen to see all seats filled.

If you are uncertain who your local or Seconded Rep is please contact me at [andy.case@unitetheunion.com](mailto:andy.case@unitetheunion.com). I will be able to provide you with details of your closest Rep.

We are about to launch our new website [nusection.com](http://nusection.com) where you will find updates on all Unite activity within Norwich Union. Register today to ensure you know what's happening in your union.

**Join on line on [www.unitetheunion.com](http://www.unitetheunion.com)**