

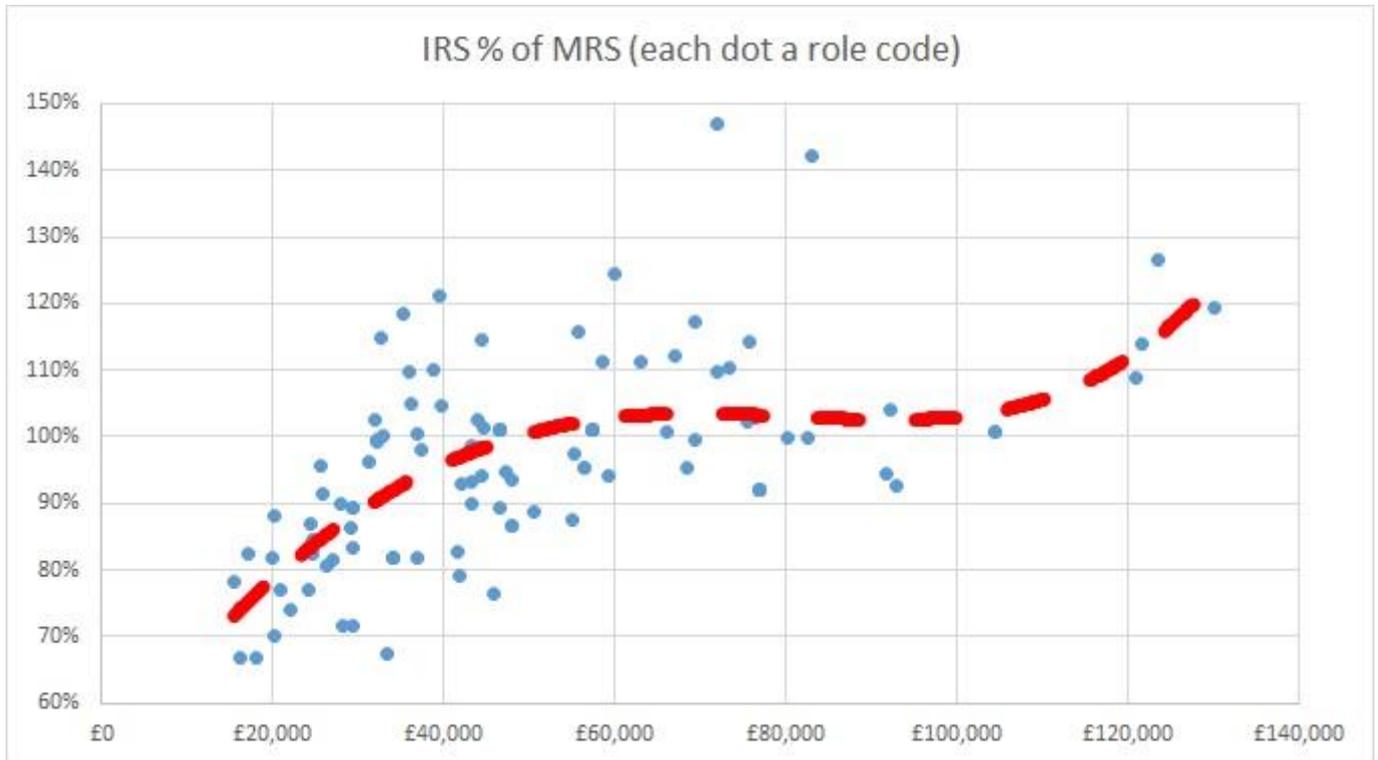
**Gimme**



# Did you know?



- We made Fujitsu a profit of about £12,000 per person last year
- Fujitsu’s highest paid UK director’s remuneration rose 35% in FY14 and 53% in FY15
- According to Fujitsu’s own comparators, roles below about £60,000 are typically paid below market rates. Each dot on this chart represents a role code:



- Median Fujitsu UK pay rates have fallen dramatically in real terms, eroded by 18% inflation over the last six years:



# Red Top Translations

## What they said ([RM16-010](#))

## What they really meant?

Overall our Year End performance is ahead of target in orders, profit and cash flow (subject to final audit checks). This was the result of a massive team effort across the whole business.

*I'm getting a big fat bonus from your hard work.*

I am delighted to confirm we will be making a 'UK Share in Success FY15' payment. I would like to thank you all for your contribution to this success.

*To distract you from your bad pay, we'll give you a few hundred quid.*

*I can't be bothered to tell you how much.*

The organisation, both in the UK and across EMEIA, continues to operate in a difficult and highly competitive market, with a strong downward pressure on prices and gross margin. It is important that we continue to focus on our costs as well as our business development opportunities, to ensure that we continue to be competitive and successful in the future.

*Don't expect us to let up with our pay restraining, penny-pinching, benefit cutting, cheese-paring approach. Be grateful for anything you get.*

*Your need to pay your bills isn't as important as our need to make profits.*

I am pleased that we can invest £5.5m as part of the FY16 pay review, which is broadly aligned with the approach being taken by other companies in our sector and is higher than the current rate of inflation. An amount will be retained centrally to fund the Rowntree Foundation Living Wage increases that are due to be announced in November 2016. We remain committed to improving the pay of our lower earning employees.

*I'm not telling you how much the average pay rise will be. You might laugh or cry.*

*As profits are high and inflation low, let's talk about inflation, ignoring all the below-inflation rises we justified by "affordability" in previous years.*

*We're nicking part of the pay pot to spend on stuff we used to do on top.*

I know that openness and transparency is important to you, so in this spirit I want to share with you a different approach that is being adopted this year.

*The approach this year is different to openness and transparency.*

*We have a cunning plan...*

The Business Lines and Functions will review how they wish to manage the pay review in their areas. Where there is a business requirement to contain costs, to ensure that we remain competitive, a reduced or zero pay review may be applied.

*Last year you moaned about us imposing pay freezes in places without consultation and not spending the pot.*

*So this year I'm announcing that we're doing it again.*

## Wins so far

- ✓ Access to pay and benefit comparators for UNITE members, won through campaigning and union-backed legal action.
- ✓ Minimum salary across Fujitsu, won through national “jobs, pay, pensions” strike in 2010. Campaigning since has increased this to the Living Wage.
- ✓ Better pay deals where members have already won collective bargaining.
- ✓ Exposing pay and benefit rates in FSESL, won by UNITE legal action.
- ✓ Fujitsu Voice reps (mainly union members) are gaining access to previously secret details of how MRS is calculated, for consultation. Won through formal dispute resolution process.

## Consultation or Bargaining?

Our reps on Fujitsu Voice have done their best to push on pay this year, putting forward views supported by the overwhelming majority of employees.

But a body like Fujitsu Voice only gives employees the right to be consulted. Consultation still leaves the final decision in the hands of senior management.

What staff need is the ability to collectively bargain with the company. Unlike consultation, negotiation involves joint decisions. Did you know:

- If every member in Fujitsu recruited two others, staff could win national collective bargaining.
- Employees can win collective bargaining in smaller units such as sites or departments, if enough join and get involved.

## Irresponsible?

Fujitsu is making great efforts to appear as a Responsible Business, but these are constantly undermined by how the company treats staff.

Fujitsu still hasn't signed up as a full Living Wage employer. It doesn't apply the Living Wage to apprentices, subcontractors (e.g. cleaners, canteen staff) or subsidiaries (e.g. FSESL).

Fujitsu got bad press when its FSESL subsidiary slashed bonuses to fund paying staff the National Living Wage (George Osborne's lower one, not the real one). Osborne warned firms not to cut perks on the back of the National Living Wage.

Osborne said profitable firms trying to “evade the spirit” of the new laws would face government pressure.

The minister, Nick Boles, said *“I promise you that we will use the full force of our office, little though it sometimes feels, to put pressure on those companies to live up not only to the legal obligations, which are our job in making legislation in this House, but to their moral obligations, which are the ones that we feel matter a great deal more”.*

**Senior management are jeopardising the business by their miserly treatment of staff.**

## What YOU Can DO

Managers are less likely to pick areas where there is visible campaigning over pay for reduced or zero pay pots.

- ✓ Team members can help protect their pay pot by displaying the front-page poster on their partition or desk.
- ✓ Like the Unite @ Fujitsu Facebook page for campaign updates: [www.facebook.com/uniteatfujitsu](http://www.facebook.com/uniteatfujitsu)
- ✓ If you aren't a union member yet, join UNITE now and get involved with campaigning for decent pay and job security. Details, including costs, are here: [www.ourunion.org.uk/join.htm](http://www.ourunion.org.uk/join.htm)
- ✓ Members across the country will be having meetings in June to discuss campaigning for pay, winning collective bargaining in more areas, and to elect their reps for the coming year.

Nobody will win decent pay and benefits for us – we have to do it ourselves.