

Fair Pay & Benefits

With the cost of living rising fast (RPI up 5.2% to November), most of us are seeing our standard of living falling as our earnings fall behind prices. We're not "all in it together"; pay for top executives continues to rocket.

In 2011, UNITE reps from the IT industry identified the lack of fair and transparent pay and benefits as our priority issue. The details vary from company to company, but there are many common themes, including:

- Unjustified variation in pay and benefits for people doing similar jobs
- Lack of "cost of living" rises, with many staff doing a good job getting 0%
- Arbitrary "management discretion"
- Confusing and secretive reward systems reinforcing concerns about possible discrimination
- Unrealistic or unclear targets and unreliable performance assessment

Please get involved in UNITE's campaign for fair and transparent pay and benefits in the IT Services industry. Why not complete the pay survey? Display the poster on the back of this newsletter? Join the union? Help distribute our next leaflet?

Our Industry

In IT Services there is a gradual move from each supplier having proprietary products and services to increasingly standardised commodities. This intensifies price competition between companies and also means our jobs and skills are increasingly commoditised.

Decades ago manufacturing saw highly-skilled niche craft jobs replaced with production lines. This reduced workers' autonomy over their jobs and eroded their individual bargaining power.

IT Services is going through potentially similar changes now.

How will those of us in the IT Services industry respond to these pressures and changes? Will we be the passive victims of change, or will we organise to influence it? Will we see the downward spiral of pay and conditions accelerate, or will we replace our declining individual bargaining power with collective bargaining power?

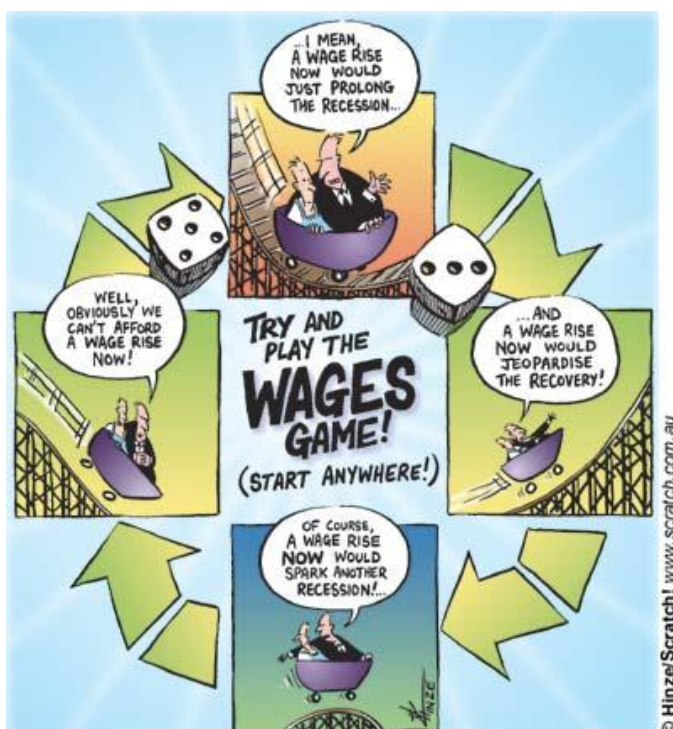
To stop the decline and unfairness in our pay and conditions, we need stronger union organisation across IT Services. That's what UNITE is working towards.

Even with current levels of membership, UNITE is making a difference in our industry.

Would the union be more effective if more people like you were involved?

If you're not already a union member, please join UNITE for under £11.50 a month:

www.unitetheunion.org/join



CSC

Where Unite has pay bargaining, we have seen consistently higher pay pots than elsewhere in the company. For the lowest paid people real progress towards the medians has been made. With more strength in numbers we could replicate this across the company.

A regular occurrence in any IT Services company is TUPE transfer – in CSC as in the other companies – Unite organises to defend jobs, terms and conditions when transfers occur. Many successes have been won for individuals and groups of members on this issue. Unite membership protects your rights going into a TUPE situation, organisation ensures that continues in your ongoing career in a new company. With higher membership in both the incoming and the outgoing company we could ensure that companies do not use these TUPEs as an opportunity to cut costs which is too often the case.

Site closures are plaguing CSC currently – Unite has successfully insisted that the company follows UK law in its consultations.

Hundreds of individual members have had advice and representation in everything from disciplinaries, grievance and redundancy to performance. In most cases Unite has helped achieve successful outcomes and resolutions.

Ericsson

UNITE is once again leading the way in negotiating with the company a proper and fair pay award which will follow on from the last three years where we have successfully enhanced pay for members in the bargaining unit by up to 50% in rectifying the pay anomalies caused by unfairness and secrecy.

Outside the collective bargaining unit, there are still significant and unjustified pay differentials between individuals carrying out the same role to the same standard.

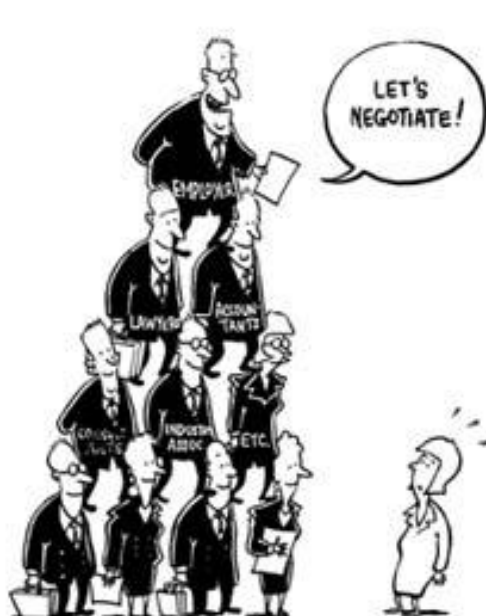
HP

UNITE's recent successes in HP include:

- 2% across the board pay increase for employees on Rolls Royce image terms
- 2.1% pay increase for employees on RSBG image terms
- UNITE and PCS have jointly set up a Health & Safety Committee in Warrington

Accenture

2011 saw the successful introduction of a new collective bargaining unit covering staff on the RBS contract which brought about a significant pay award for all employees of up to 3.1% plus bonuses which were targeted towards lower paid staff in each band as a positive move toward the reduction of unjustifiable pay differentials.



Fujitsu

UNITE has been campaigning to open up Fujitsu's secretive pay system for years, gradually getting results. The union backed legal challenges under the Data Protection Act and Information for Collective Bargaining to gain access to pay and benefit comparators. A WAK01 member writes:

"I'd complained about being badly paid despite doing a good job but little was done. I used access to the pay comparators to show I was paid less than the minimum for my role and threatened to raise a grievance. I got an extra pay rise - my biggest for years."

Hundreds of Fujitsu staff have already completed the Fujitsu pay survey – have you and your colleagues? See the back of this newsletter for details. Hurry – it closes at the end of January.

In Manchester, where UNITE members have already won collective bargaining, the total spend for the August 2011 pay review is 2.65%, compared to just 2% Fujitsu claims to have spent elsewhere.

UNITE is winning nationally too. We have a growing set of agreements which reach beyond Manchester (see www.ourunion.org.uk/fujitsu/agreements.htm). Recent successes include a proper consultation body for the FJUK pension plan and agreement on contractual protection for pensions across the UK (provided the dispute in Manchester is resolved by 20th January).

A big current issue is Fujitsu's proposed changes to expenses that would leave many staff subsidising the company when they travel. Please sign UNITE's petition at www.ipetitions.com/petition/expenses/.

Steria

Steria pay varies greatly within role. A new entrant can start in excess of £15,000 more than an existing employee in the same role with very little opportunity for the latter to attain the same level of pay without leaving the company.

Annual pay awards vary between accounts within Steria. Unite were able to negotiate a multi – year pay deal in 2009 on behalf of Co – Operative Banking Group and Barclaycard through membership strength and a successful ballot for industrial action against a perceived unfair pay freeze.

Unite fought to reinstate the Collective Bargaining rights of the Capita/AXA account. They have taken this opportunity and have recently balloted successfully for industrial action against a pay freeze and are currently implementing a strategy aimed at bringing Steria back to the negotiating table.

Accounts where union membership is weak or non-existent have received a pay award below inflation, if any, in recent years, with the company blaming future uncertainty and the current economic climate. Despite healthy growth and profit, the company has decided to only make a small pay award to the lowest paid employees; UNITE is fighting for the needs of all employees regardless of their salary bands or account allocation.

Want to know more? Want to get involved?

Your local UNITE rep can give up the latest information about your company.

unITE Fair Pay Charter



To ensure a consistent approach to pay and benefits which is fair, transparent and not discriminatory, Unite is asking companies in the IT Services sector to sign up to our Fair Pay Charter and incorporate the following principles into their pay systems:

- **Single, transparent pay and benefit structure throughout each company:**
 - › *Detailing the pay and benefits structure from top to bottom.*
 - › *Outcomes after each pay review are visible to employees.*

- **Fairness:**
 - › *Pay and benefits determined on an objective basis as opposed to management discretion.*
 - › *Staff are fairly allocated to grades/roles/job families.*
 - › *Employees can expect to receive similar pay and benefits to those doing similar jobs or jobs of equal value.*
 - › *A cost of living element for all in every pay review.*
 - › *Ensuring that there is no discrimination against employees due to gender, age, disability, race, religion, sexuality, or part-time status, as per Equality Act 2010.*

- **Agreed and realistic performance targets:**
 - › *Pay and benefits based upon targets which can realistically be achieved or exceeded, agreed with employees and their representatives.*
 - › *Achievement does not rely on working more than your contracted hours.*
 - › *Appraisal and assessment scores are based on your achievement, not distorted by fixed percentages or quotas.*

Last year UNITE wrote to major IT Services companies, asking for information about their pay and benefits systems, so that the union could check they were fair and did not discriminate. **Most refused to provide this information. Why? What have they got to hide?**

UNITE's online surveys are gathering information companies are trying to conceal. **The surveys are due to close at the end of January 2012. You can help the campaign by completing the survey**, which you will find, along with information about the campaign for the Fair Pay Charter at:

www.unitetheunion.org/itcharter