

4<sup>th</sup> April 2008

## Pay Review Blues

The hard work of employees has increased Fujitsu Services' profits year after year.

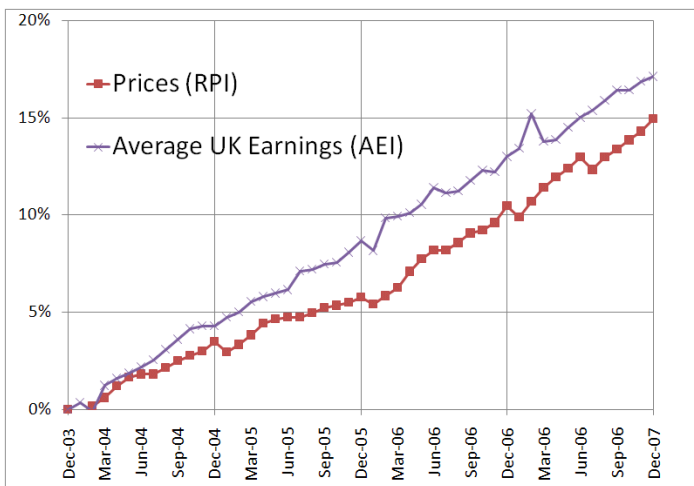
Prices and the cost of living keep rising (15% in four years).

Earnings in the external job market have gone up (17% in four years).

Pay for Fujitsu employees keeps falling in real terms. We're expected to work longer and harder and to take on more and more responsibility – for what reward?

This year Core Services HR encouraged managers to hand out more 0% "rises". There should be zero tolerance of zero rises.

**Do you think you'd be better paid if the union had a stronger voice? Why not join UNITE and get involved in campaigning for fair pay.**



Fujitsu's (generally secret) "internal comparators" (pay scales) used for the 2004 and 2008 pay reviews illustrate how our pay is falling behind for some common roles:

Role Code	% increase in 4 years
TAC/CSA/1	+5.3%
SSD/DEV/4	-8.6%
SDM/MAN/1	+4.8%
PRM/PRO/PL	+6.9%
SDC/TSM/1	+4.7%
SDC/TSS/4	+7.8%

Not exactly the 15-17% you'd need just to keep up with prices or average earnings!

The package for senior managers has hardly stood still – the latest (2007) accounts put the package of the highest paid Fujitsu Services director at £1.8m – nearly £35K *per week!*

The latest (2007) accounts showed Fujitsu Services profits up 63% in just two years.



"Stick with this company and you'll have a six figure income... counting the stuff after the decimal point, of course."

## Minimum Wages?

The National Minimum Wage will soon rise to £5.73 per hour, equivalent to almost £12K a year for a 40 hour week. The bottom of Fujitsu's TSS/1 pay band is *already below this*.

At this rate, will we all be on the National Minimum Wage in a few years?

# Rotten Wages? Don't Put Up With It!

One UNITE member described their experience last year:

*Two of us felt our recent projects were putting a lot of strain on us and far in excess of our lowly roles. Both of us had gone through assessment centres. In my case I was assessed so badly I'm surprised they let me travel home alone.*

*Rather than wait till April I decided last autumn to highlight the disparity between my role code/assessment centre feedback and the demanding job I was doing in the real world. As concisely as possible I stuck all this in an email to my line manager and asked for a meeting. Expecting an argument I was floored when the first thing they said was "I've got some money in my budget which I will lose so I've decided to give you an out of cycle increase".*

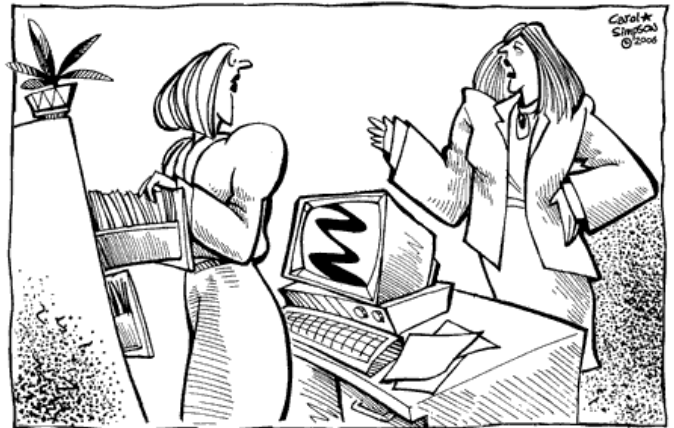
*If you're not happy with your salary, don't wait till April to highlight it. Drastic increases in your workload don't wait till pay review time. Bills don't wait till pay review time.*

*My colleague didn't do anything in the autumn, they waited until pay review time. They are still waiting.*

In the parts of the company where the company doesn't agree pay deals with employees through their unions, the company usually spends far less than their actual pay budget in the April pay review. That's probably one of the reasons why the company tries to keep the pay budget secret from employees.

## **You need to make sure you get your fair share.**

Use **all** the information you can, e.g. the role profile descriptions on CafeVIK, customer feedback you've gathered yourself. **UNITE members also have access to many of the internal pay and benefit "comparators" that the company are still generally keeping secret – this is a real help in preparing your case.** UNITE members also have access to advice, support and (if necessary) representation from trained union reps and officers.



*"I used to work in the Payroll Department, but I couldn't stand the smell of the rotten wages."*

## Survey Not Enough

The company's own "Reflecting Survey" results are on CafeVIK. The three worst scoring questions were:

- *"I am satisfied with the process for determining salary rises"*
- *"Fujitsu Services is a company where it is easy to get things done"*
- *"I am satisfied with my total pay and benefits package"*

It's great that so many employees responded to the survey and let the company know what they thought.

But if we want Fujitsu to be a great place to work, responding to a survey is not enough. None of us have the power to put right these wrongs on our own – we have to get organised to make a difference.

UNITE remains committed to organising Fujitsu staff across the UK, to build up union membership and activity on as many sites as possible in order to give us a real say at work.

Month by month we are welcoming more members and more new reps on sites across the UK.

**Get Involved – Get a Voice!**

## Bargaining Benefits

Fujitsu says their most common rise where there's no collective bargaining is around 2.5%.

For staff on the Reuters account covered by UNITE union recognition, negotiations have already increased the company pay offer from 3% to 3.5%.

In Manchester, UNITE members decided not to put in a "pay claim" this year:

*We decided to be part of the general company pay review for April 2008, while pushing for full implementation of various previous company commitments.*

*Most of us had extra rises in October after settling our dispute. These then increased the size of the "pay pot" available for April.*

The Manchester agreements led to increases in the pay comparators/scales for TSS/1, TSS/2 and TSM/1 roles – beyond the normal annual update – benefiting employees across the UK.

In Manchester, extra pay guidelines allowed managers to fund promotions "outside" the annual pay review budget.

UNITE reps in Manchester have started working with the company to pilot an "Equal Pay Review" to get rid of unjustified and potentially discriminatory differences in pay and benefits.

## Why Join?

UNITE members have access to many of Fujitsu's internal pay and benefit "comparators".

Employees with a union are, on average, 8% better off.

Fujitsu allows union members to have a trained union rep or official with them in important individual meetings.

Employees with a recognised union can negotiate with their employer on issues they think are important, such as pay, training, health and safety and terms and conditions.

Union members can receive free training and help towards vocational training.

Employers who discriminate against employees for union activity or membership can be fined up to £50,000.

Union membership is completely confidential.

Employees where a union is organised are half as likely to suffer a serious accident at work.

**Union membership means that issues can be dealt with collectively. Together we can make sure that we are being treated fairly at work!**

## Progress on Salary Swap

UNITE, along with the PCS union and employee reps on the company's UK Consultative Forum (UKCF) have raised with the company a range of important issues with the company's new "Salary Swap" (salary sacrifice) scheme.

Fujitsu has already fixed one of the smaller issues we raised relating to medical benefit and we hope to get all the relevant people together to sort out the remaining issues before the next "election period" this summer.



## YOUR CHOICE, YOUR FUTURE, YOUR UNION

For more information on Unite, or to get involved in building our membership in Fujitsu, speak to **your local reps** (Ian Allinson, Isabel Hay, Lynne Hodge, Phil Tepper, Jackie Cook, Michael Thomas, Dave Francis, Pauline Bradburn, Dean Burn, Ben Ashdown or Andy C Smith)

Membership is currently less than £10 per month. To join, simply complete and return [the form](#) overleaf.