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PAY CLAIM FOR FUJITSU SERVICES 2005

After consultation with our members across Fujitsu, we have now submitted a pay claim to the company for the April 2005 pay review. We are asking the company to negotiate a fair pay settlement on the basis of our claim for all UK employees – except those covered by union collective bargaining groups which choose to make alternative claims.

This means that the claim is for employees across the country, not just West Gorton.

We have sent you two copies of this newsletter – and ask that you pass the other copy onto a non-union colleague. An electronic version is available at www.ourunion.org.uk/pay2005. Please pass this on and discuss union membership with your colleagues – our strength is in our numbers.

Amicus sent out a draft claim to members for comment on 4 January, and received many positive comments and suggestions. We have been able to incorporate many of these in the revised claim below. A number of others have been noted and will be raised in other discussions with the company.

Amicus members have voted to accept the revised claim and for it to be put to the Company.

Amicus is asking all members in Fujitsu to get involved in the campaign to achieve it. Amicus has recently published a second batch of results from its survey of Fujitsu Services pay carried out late last year. These results include data on:

- Pay and car entitlement by professional community role
- Pay and gender
- Employee views on current salary by location
- Contracted hours of work
- Additional hours of work

Find out more at www.ourunion.org.uk/paysurvey2004 This will be a great tool for opening up discussions on pay with colleagues, whether they are members or not.

We have also been in discussions with reps from the PCS union (which has significant membership in certain parts of the company), and believe they are likely to submit the same claim for some of the people they represent.

The claim is as follows:

BACKGROUND

1. A number of sources indicate that the labour market in the ICT industry and for ICT professionals is hotting up. A number of factors suggest this will also be the case within Fujitsu Services.

1.1. IDS in its last survey on Computer Staff Pay (December 2003) reported that the resignation rate over 2003 had fallen from 5.7% to 4.1%. Since then, the latest e-skills UK Quarterly Review of the ICT Labour Market for the third quarter of 2004 reports '... further

increases in demand for ICT staff were reported by recruitment agencies, jobcentres, and recruitment web sites. Moreover, this increase in demand looks set to continue as the percentage of ICT firms anticipating employment growth and the percentage of all firms planning to take on ICT staff in the future were both up significantly on the previous quarter.'

1.2. The unemployment rate for the ICT industries (3.7%) remains lower than at any time in the past three years whilst the rate for ICT professionals at 2.9% also looks to be heading towards a new low.

1.3. The e-skills UK Quarterly Review further reports that for 34% of establishments with IT vacancies, 'IT positions often were proving difficult to fill and as a result a significant number appear to be suffering from, amongst other things, delays in new product launches, increased operating costs and difficulty meeting customer service objectives.'

1.4. Fujitsu reported to the UKCF (at the October 2004 meeting) a significant increase in staff attrition.

1.5. In December 2004 the company increased its 'Introduce a Friend' bonuses, making clear that it needed to recruit in a range of roles.

1.6. A number of groups within Fujitsu Services are experiencing unsustainably high utilisation – an indication of under-staffing.

2. The RPI figure has risen to 3.5% in the year to December and most analysts are predicting an increase to between 3.5% and 4% in the first quarter of 2005, with an average of 3.5% according to IDS (December 2004 Pay Report 918). The latest annual earnings figures reported for average earnings growth for the whole economy was 4.2% in the year to October – up from 3.9% in September. This growth was mirrored in all sectors with a 4.3% rise in services and a 4.0% rise in the private sector.

3. Computer Economics recorded an average increase of 3.6% over the last year. The National Computing Centre (NCC) recorded a median level of increase on salary scales of 3%, rising to 3.7% of total salary scales when merit awards and performance increases are included.

4. Fujitsu Services has enjoyed massive increases in productivity. Core Services exceeded their productivity target of 6% in 2003-4, and increased the target to 8% for 2004-5. Employees should share in the benefits of their increased productivity.

5. Fujitsu Services' employees have faced specific cost increases, including the costs

associated with eating at work or while travelling on business, and travel to work in many areas. Many employees also face increased costs to maintain their pension entitlement.

6. With this background in mind, Amicus firmly believes that it is both right for Fujitsu employees and necessary for the company to award a substantial pay increase, recognising not only the labour market within which the company operates but also to recognise and reward the contribution made by employees to the developing success of the organisation.

7. Having been through a financially difficult period, Fujitsu Services tends to pay below the market rate. In recent years many employees have had pay freezes and/or increases well below the market rate. In addition, changes to the Defined Benefit pension scheme constitute a reduction in benefits for members.

8. Fujitsu Services is now profitable and is enjoying a series of significant contract wins. To sustain growth, the company needs to improve the benefit package, which it is now in a position to afford, and recognise the contribution made by its workforce.

Accordingly we present the following pay claim to apply with effect from 1 April 2005.

1 FAIR PAY

a) The Company to publish lower quartile, median and upper quartile pay figures for Fujitsu Services staff in the UK for each Professional Community role and level, along with the equivalent figures for the Professional Community roles and levels in use in March 2003.

b) The Company to publish its externally benchmarked pay scales used for the March 2003 pay review, and agree a suitable basis for future benchmarking with Amicus to create meaningful pay scales.

c) Anyone paid below the lower quartile of Fujitsu Services pay for their role code to have their pay raised to that level.

d) Agreement on pay progression within and between roles.

e) Pay rises given to address 'shortfalls' not to be taken into account in deciding other pay rises. These rises are to be funded separately from the general pay review.

f) Clear criteria and appeal processes to be established before any more role code 'mappings'.

g) A total increase in the pay budget of at least 6%, not including 'shortfall' rises.

h) Part of the pay budget to be allocated through the Performance Plus process in those areas where this has been the normal practice.

i) All employees to get a percentage rise at least equivalent to the annual increase in RPI or the equivalent money increase based on a salary of £20,000, whichever is the greater. [For example, if RPI were 3%, 3% of £20,000 is £600 – all employees to get at least 3% or £600, whichever is the greater.]

2 EQUAL PAY

A commitment and timetable from the company to work with the recognised unions to carry out an Equal Pay Audit to monitor the pay structure and outcome by gender, age and ethnic origin and to change the structure if necessary.

3 WORK-LIFE BALANCE

a) A reduction in contracted hours to 37 for those currently on more, without loss of pay. Discussions on an eventual reduction to 35 hours.

b) Introduction of an overnight allowance for those working away from home.

c) Review of fixed standby, on-call and call-out allowances, fully taking into account the time since the last increase.

d) Improvement of the sabbatical leave scheme to allow employees to take a break from work and then return to their job.

e) Introduction of a premium payment for employees who work Bank Holidays and currently only get a day off in lieu.

f) Publicising to all employees that the 'Flexible Working Guidelines' don't just apply to those with young children. Positively considering requests from older workers to change working patterns.

4 PENSIONS AND RETIREMENT

Agreement to open negotiations on:

a) The re-opening of the Defined Benefit (final salary) scheme to all employees.

b) The right for all employees to remain in employment up to age 65 if they wish.

c) Clarification of the 'pre-retirement wind-down' scheme in the light of more flexible retirement ages. The scheme should be open to any employee from their 59th birthday who gives a year's notice of their intention to retire.