

# Unite - PruSection News



April 2016



## Q1 Report

If you are like us, you won't believe we are already over a quarter of the way through the year, with Q1 being a very busy period for Unite. We concluded all the pay negotiations with UKIO & CP agreeing a 3% merit pot and PGDS a 2.5% pot with an additional 0.5% pot to address hotspots. These agreements all kicked in on 1<sup>st</sup> April.

We have also spent a lot of time dealing with proposed re-structures. We continue consultations with Finance Transformation in relation to the "Day 3" structure. Consultations have been constructive and our objective in the talks has been to minimize redundancies, protect existing terms and conditions and to ensure the process is fair and transparent with minimum disruption to individuals and business. We are expecting the announcement to be made at the end of April.

In PGDS, we have yet to be engaged on consultations for their proposed re-structure as these had to be postponed due to "unforeseen circumstances". We understand the impact this has had on members in PGDS and how members are feeling based on the rumours circulating about the forthcoming changes. Once engaged, we will act on your wishes in safeguarding jobs and maintaining service to the business.

We constantly listen to our members and feed their views back to the Company, and this has led to a formal investigation on a particular issue within PGDS. Again in PGDS, we have formally fed back your dismay on the Apprentice recruitment campaign given the rumoured job losses.

We have also been in discussions with Annuities over the way productivity is being measured and a review will take place after the new method has been in place for a couple of months. We will strongly resist any PIP's being put in place off the back of these changes.

Finally, we continue to represent members on an individual basis on a range of issues including attendance, capability, grievance and disciplinary and over 75% of these have resulted in a successful outcome for our members.

## For Latest News....

Rather than wait every quarter to find out what we are doing on your behalf you can get all the latest news on our website [www.prusection.co.uk](http://www.prusection.co.uk).

We post all the latest news as it happens and every month your Senior Rep does a blog which goes into more depth about what Pru Section are working on plus information from the wider Union.

The website is interactive and you can leave comments on any of the posts. Please do make time each week to check the website and find out what's going on in your union.

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