

# Nudge Nudge

NUJ Daily Express, Sunday Express, Daily Star and Daily Star Sunday chapel newsletter

7 October 2008

## Company seeks volunteers

A management invitation to apply for a redundancy quote went to staff today. The company says this is an attempt to maximise the number of volunteers.

NUJ members are reminded that their representatives are still trying to improve the terms of the offer and of the chapel's absolute opposition to any compulsory redundancy.

The email should have gone out to all staff and not just to those in the area where the management wants to cut jobs.

There may be opportunities for those outside the "target area" to take redundancy but this will probably involve people in the target area switching jobs. The management has said there will be retraining and redeployment possibilities but there are no guarantees.

The management has agreed that, in theory, anyone being redeployed to a lesser-paid role will receive a redundancy payment for the part of their salary they lose - with their agreement - with the added protection of opting for full redundancy if they are unhappy after a trial period in their new position.

The management has chosen until now not to draw up a four-night week rota for the post-redundancy working regime because they say that would need 20% more staff than they have allowed for.

But at a meeting with NUJ representatives today, they have now agreed to compile both a four-night-week rota and a nine-day-fortnight rota which they will share with us next week.

So far, all we have seen is a five-night-week rota which we believe will be unacceptable to everyone. The management has been wary

about giving us details of how this would affect people's holidays, except to say they will be looking at contracts.

People who retire in 2008 have been excluded from the redundancy exercise but the management says that 2009 retirees can be included.

They have admitted that they have not considered the health implications for those being asked to work five nights every week and the NUJ is now making enquiries with health professionals to provide evidence of the effect of changes to the rota.

The NUJ team continues to request the

removal or raising of the £30,000 redundancy cap.

We have asked that the terms be worked out on total salary package as quoted to staff by the company every January rather than any lower net figure.

We have asked the management to consider

improving the terms for long-term regular casualls to match the terms offered to staff. We have asked for the company to allow people who are made redundant to be allowed to put some of their severance cash into the pension fund as a way to lessen their tax liabilities.

We have also reminded the company that the purpose of the official consultation, according to the law, is to reduce the impact of the redundancy proposals.

The management did however provide us with new figures on circulation and predictions of advertising revenue.

We were told that implementation of the new editorial production system has been moved back two weeks due to ongoing problems.

### *Critical week*

The official redundancy consultation period ends next week - on 15 October - and the NUJ team has arranged to meet the management during that week.

A chapel meeting is provisionally planned for 3.30pm on Thursday 16 October.