



Every day we campaign for **Security of Employment, Fair Reward and Dignity at Work.**

01/2011

February 2011

An Update for Accord members in Computershare

Latest News

Further to our last Newsletter just before Christmas, discussions have continued with Computershare and your Employee Forum regarding proposed changes to the sick pay process.

Despite feedback from yourselves and Accord, we are very disappointed to note that Computershare has decided to proceed with their plan to implement severely reduced sick pay terms for colleagues who have transferred in from HBOS.

In our view, this decision is in contravention of the protection provided under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) that were put in place to prevent this type of cynical undermining of fair terms and conditions of employment.

It seems that Computershare has taken this action as an alternative to managing absence effectively and that in future your sick pay will depend not on a set of clear and transparent guidelines but on the discretion of your Manager. Accord is totally opposed to this style of management.

Advice to Members

It is really important that members who are unhappy with the change to their terms and conditions make their position clear to the Company as soon as possible.

In order to do this, we advise that all members should write to Computershare confirming that they do not accept the new Sick Pay terms and that they consider their introduction to be a breach of contract.

Members who have taken this action will then be supported by Accord in taking legal action should they find themselves denied sick pay under the new policy.

A template of a suggested letter is available to members on the Accord website by following the enclosed link ([Click here](#)) You will need your membership number to access this document, if you don't have it, this can be obtained by contacting hollie.suter@accordhq.org / 01189 347887.

Any member who finds themselves being managed under the new Sick Pay policy or any other HR policy has the right to take advice from their Union and a right to be accompanied to formal grievance or disciplinary hearings.

Please contact us on 0118 9341808 or Alison.Thoburn@Accordhq.org if you find yourself in this position

Next Steps

These changes will remain under our scrutiny and we will monitor implementation of the Sick Pay policy on an ongoing basis with a view to challenging the Company around its implementation in specific cases. We will also continue to participate in regular meetings with Computershare about other issues which affect you so please keep your local reps informed of any matters that you would like discussed or addressed in a Newsletter

Further information

For more details or if you have any further queries, please contact Alison Thoburn, National Officer South at Alison.Thoburn@Accordhq.org.