

Remploy Consortium of Trade Unions

Alternative plan to mitigate job losses as presented to Remploy management on 6th March 2013

The alternative plan was presented verbally to Remploy management during a meeting held on 6th March 2013. The meeting was held at the GMB Euston Offices, 22 Stephenson Way, Euston, London NW1 2HD. A list of those present at the meeting is given in Appendix 1

The Consortium of Trade Unions' alternative plan is:-

1. To mitigate job losses is beyond the control of the Unions and beyond the control of the Company, because without funding there is nothing that can be done apart from bumping and setting up social enterprises.
2. The opportunity for volunteers is reduced this time because potentially all the factories will close. There may be a potential for bumping if some of the factories are taken over and have people who want to leave. The proposal is that Remploy enters in to discussions with any prospective bidder with the aim of reaching an agreement regarding the reassignment of people between sites. This would allow the people who wanted to, to leave, and for other people to move to those sites, that would meet more employees' preferred outcomes.
 - a. As an example (and the example is not based on any actual figures or situations), there are two factories that are close to each other. Those factories are based in Neath and in Port Talbot. In the example scenario, only one of the factories – Neath – is to be taken over and the 40 employees at the Neath site are in a TUPE transfer situation. For the example, the prospective new owner of the Neath site wants 40 employees to run their future business. But only 30 people from the Neath site want to stay in employment; 10 people want to leave. The prospective new employer could come to an agreement with Remploy that 10 people from Port Talbot (or other nearby factories if there were more nearby) would change roles with the 10 people in Neath who wanted to leave. With the prospective new employers agreement, and with the agreement of the Unions and the employees, Remploy would make the changes in employees at the Neath site before the business was taken over. Remploy would have to make sure that the 10 people who moved in to the available jobs were people who could do those jobs with the necessary retraining. It would let 10 people go who would want to go and keep 10 people in employment who want to stay.
3. The Unions believe that there are still people around Remploy sites who with special training could slot in to ES. We ask again for Remploy to look at voluntary

redundancy within ES provided there are people elsewhere in Remploy who – with reasonable training - could take up the roles.

- a. Voluntary redundancy means letting people come forward from ES to say that they would like to leave and receive a redundancy package on the same terms as the factory people are getting.
 - b. A decision on how much training would be reasonable would have to be made on a case by case basis because the skills would have to be acquired within a very short time so ES performance was not affected.
 - c. A framework could be developed to help people decide what might be considered reasonable or not.
 - d. The Company should make more information available about the type of roles available within ES, and the skills needed to undertake those roles. This could be written or it could be through ES employees visiting Stage 2 factories.
 - e. The Company should establish how many EB employees are interested in ES roles before it asks ES employees if any wish to volunteer for redundancy.
4. The Company and DWP should relax the working capital requirements for employee led bids including:-
- a. Providing premises at a pepper-corn rent
 - b. Gifting or transferring ownership of assets at a very low price
 - c. Providing support to employee led bids without the requirement to engage expensive consultants

Appendix 1

Meeting attendees

For Remploy

Alan Hill (Enterprise Business Director)
Jean Cabena (HR Director)
Chris Addy (Enterprise Business Finance Director)
Peter Ball (EB)
Anne Smith (HR)

For the Consortium of Trade Unions

Kevin Hepworth - Unite Lead Officer for Remploy and Consortium Chair
Jerry Nelson - GMB National Secretary, Manufacturing Section, Secretary to the Consortium
Grant Williams - Community National Operations Team
Philip Brannan – GMB (Remploy)
James Stribley – GMB (Remploy)
Linda Menzies – Unite (Remploy)
Ian Carr – Unite (Remploy)
Mick Wilde – GMB (Remploy)
Joe Smith – GMB (Remploy)
Colin Cuthbert – Community (Remploy)
Wayne Roberts –Unite (Remploy)
Tony Gledhill - GM

