

Our ref: PD/ayw/047

22nd March 2011

Sue Butcher
Remploy Limited
18c Meridian Business Park
Leicester
LE19 1WZ

BY EMAIL

Dear Sue

Further to our meeting yesterday, 21st March 2011. The Trade Union Consortium would like to confirm the following points.

- 1 The Company informed the trade unions that it was still not in a position to confirm the exact number of employees who will be allowed to leave under VR.
- 2 Both you and Alan Hill made the point that out of the 773 who had applied for VR you envisaged that no more than 10% would be refused.
- 3 The trade unions confirmed that the company needed to look carefully at who they retained in the businesses as this would have an impact on those who were left. The company agreed to confirm by the end of this week the employees who had been accepted for VR on a factory by factory basis. This information will be sent electronically by Friday 25th March 2011.
- 4 It was also agreed that the trade unions would meet on Wednesday 30th March 2011 to further examine the information supplied by the company. Following this meeting it was agreed that the consultation meetings would resume at 1pm on Tuesday 5th April 2011 in London.
- 5 The trade unions reiterated that they were concerned that the company had not furnished them with a plan or strategy for the continuation of Remploy and they wished to raise the profile of this during the consultations to consider the impact of the VR scheme on the existing employees.
- 6 The deadline of the 3rd May 2011 which the company had informed the trade unions would end VR consultation was not adequate enough to consider the effects of the VR scheme on the existing workforce.

- 7 We requested that the company enter into meaningful discussions with the trade unions on the future of Remploy.
- 8 In addition to these points we also asked the company to investigate what was happening at Worksop where it appeared that a major international company had been allowed to address GMB members and advise them to take VR on the basis that the company which is known as Nazdar would buy the Worksop site. Their Sales Director, Jamie Moores seemed to have been given total authority to discuss matters affecting our members' employment. Jamie Moores is an employee of Nazdar. We also understand that Mr Moores has been allowed to visit Sheffield.

The company agreed to carry out an investigation and report back to the trade unions.

- 9 We further raised the matter of funding. The trade unions were concerned that the Remploy Ltd Pension & Assurance Sub Committee Trustees met with the DWP at Caxton House on the 20th January 2011. Three company nominated employees were present including six senior DWP representatives. The meeting was also attended by the Actuary, Mr N McIvor.

According to the minutes and we quote:

"The CRS 10 review process has been concluded as part of the settlement. Remploy Ltd had committed funding from DWP for the next 4 year period ie until March 2015. Remploy funding includes allocation in respect of the pension scheme and recovery of the increase deficit."

It appears that a decision had already been made with funding in some form or another well beyond March 2013. If this is the case our members have volunteered for redundancy on the basis that funding will have run out in 2013 when in fact agreement had already been reached with the DWP to continue that funding until 2015.

We await your comments on this.

In conclusion I would remind the company that a number of people have been refused VR on the basis of age. We have informed all those people that they are entitled to one appeal against this decision. Please note that where an employee makes this request and is a member of an appropriate trade union that the local Officer from that particular union should be informed.

Yours sincerely



PHIL DAVIES
National Secretary – Manufacturing Section