

UMSS PENSION UPDATE



Edition #2 - July 2018

UPDATE ON CONSULTATION

Following the last consultation meeting on 26 July the university is essentially saying that the recovery plan has been signed off by the Trustees and participating employers and Pension regulator. The employer views this as signed, sealed and delivered.

UNISON, UNITE and UCU joint Unions continue **to oppose** these changes.

The joint UNION view is we believe the assumptions in the recovery plan are too used, are too prudent and the pension changes are passing on the liability to be paid for by scheme members. We are looking at how the assumptions in the next valuation in 3 years time may have changed the future cost predictions. We are calling on the Trustees to obtain a second actuarial opinion.

Be rest assured if we don't get these proposals dropped we will be fighting back.

The Response from your views

Be in no doubt, the University is now completely aware of the opposition to the proposed changes to **your** pensions. Our spontaneous protest following the last members meeting certainly got their attention. We also gave your views on the road shows and access to them. We continue to remind them of the importance of meaningful consultation.

Further road shows and one to one sessions will be available, so please look out for them.

We urge you to-

- **Get in touch** if you/colleagues in particular areas are struggling to access the sessions, so we can provide the university with specific examples.
- **Continue to show your opposition** to the proposals and support your unions
- **Raise all your questions** via the website and ensure you receive feedback.

SIGN THE PETITION TO SAVE YOUR PENSION

Over 350 of you have already shown the university your strength of feeling towards the proposals.

Please sign the petition if you've not already done so and circulate this to non-Unison colleagues as they can sign the petition too!

unisonnw.org/UMSScampaign

WALK AROUNDS

We will be visiting workplaces to discuss the proposed changes over the next few weeks. Please let us know particular times that are best to visit your building please contact us at:

unison.office@manchester.ac.uk



PRESS RELEASE – University Of Manchester Considers Raid on Employee’s Pensions

Support staff at the University of Manchester face plans to cut their pensions by more than 20%.

The affected staff work in technical, manual and administrative roles; including cleaners, catering staff, security staff and administrators. Over 4,000 current scheme members stand to lose out, along with future employees of the university.

The university is consulting over plans to save money by cutting retirement incomes accrued through future contributions. The proposed 20% cut in the accrual rate would mean that a security guard on £22,000 would lose £1,375 per year in retirement, while a cleaner on £14,000 would lose £875 each year.

The plans would involve pensions being calculated on a ‘career-average’ basis, which would reduce the retirement income further for staff who are promoted at any point in their career. The plans would also mean that the scheme would be closed to new members and new staff, and replaced with a riskier ‘defined contribution’ scheme.

Neelam Bhambra, UNISON North West Area Organiser said:

“The work that these staff do is vital to the smooth running of the university and for students’ experiences of academic life and living in Manchester. They are the lowest paid staff in the university and they deserve to have a decent income when they retire.

“The university is not a cash-strapped organisation. They have plenty of money for vanity projects and to pay very high salaries for some.

“The university has a duty to be a good employer and to serve the local community where they are based. But this plan is an attack on the retirement incomes of the university’s lowest paid workers, most of whom are women. If

these cuts are allowed to go ahead, thousands of retired households in communities in Manchester would have less income and less security in the future.

“We have seen the lecturing staff go on strike recently to protect their pensions. Support staff are angry and we will be opposing these plans very strongly during the consultation process. If the university presses ahead with these swingeing cuts we cannot rule out the possibility of industrial action.”

KEEPING IN TOUCH WITH YOUR UNIONS:

UNISON

Branch Secretary - Gareth Dawson
Branch Chair—Kevin Gaskell-Clow

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UNITE

Branch secretary – Christopher Goodwin

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WHAT YOU CAN DO

Become a workplace pension contact

Email the office above so we can keep in touch with you and your colleagues about any developments

Become a UNISON rep

We provide training and mentoring programme to our representatives, and you get paid time from work to carry out your duties. Contact us to find out more

Update your details

We need to keep in touch with you so it’s important we have the correct information. Use the link below or contact the branch office:

www.unison.org.uk/my-unison

**Get our colleagues to join.
The bigger we are, the
stronger we are.**