

# TUS NEWSLETTER

(April) 2010

## URGENT NEWSBRIEF

30 APRIL 2010

### MRC REDUNDANCY AND COMPULSORY EARLY RETIREMENT

At a recent and urgent meeting, the MRC national trade unions (NTUS) met with MRC senior management and initial proposals were presented that would adversely alter our contractual terms and conditions that relate to redundancy and compulsory early retirement.

These proposals are in response to an instruction from the Government Department of 'Business, Innovation and Skills' (BIS) to the MRC to align our agreed terms and conditions (detailed in the Green and Blue books) with those of the recently new and reduced Civil Service compensation scheme\*. The MRC Management Board (MB) has decided to recommend to Council that these changes be implemented.

The science peer review system or Quinquennial review (QQR) used in the MRC means that there is a very high level of compulsory redundancies in the MRC. Therefore the NTUS opposes the proposed changes as not being in the interests of members and staff and would likely have a significant detrimental impact on the delivery of science.

Our first step is to present our case to Council via the Council's Employee Representations Forum (ERF) on the 5<sup>th</sup> May. Full time union officers and NTUS members will attend and ask Council to consider whether or not these changes are in the best interests of the MRC and the delivery of science. Our view is that they are not, and should not be endorsed.

If we start formal negotiations following the meeting on 5<sup>th</sup> May all unions will start consulting and meeting with their members to seek their views and agree a collective

mandate for our negotiations. The proposed changes detailed below:

#### Compulsory Redundancy

Existing	A maximum of three times pensionable pay
Proposed	Maximum entitlement of 2 years pay with an underpin for those earning less than £30,000 a year of £60,000 or up to 3 years pay, which ever is the lower amount.

#### Early Retirement

Existing	A lump sum cash payment of between 2-8 months, depending on service. Plus an immediately enhanced pension (typically 6.67 years after 5 years service), or a enhanced deferred pension
Proposed	A deferred or actuarially reduced pension from the age of 55. No Enhancement.

#### Notice Period

Existing	6 months on the resettlement register plus 6 months notice.
Proposed	6 months on the resettlement register, redundancy 6 months but will run concurrently 1 month from the start of the resettlement register period, i.e. total time 7 months. (In effect 5 months salary lost)

**Alexandra McAdam Clark**

On behalf of the MRC Trade unions

\*Members need to be aware that PCS union in the civil service has not agreed to changes in the civil service and is currently in dispute with the government.

