



Manager Briefing 15 May 2013

Early Release

There have been a number of requests recently from employees seeking to leave Remploy under the Early Release scheme. Each application is treated individually and some have been successful while we have had to reject some others.

Agreement to an early release request depends on the employee's role and the requirements of the site and the business. All applications have to be approved by a director of the Company and will not be unreasonably refused.

In reaching a decision on an application, the Company takes into account how long the employee's role is needed, and whether the role could be taken on by other employees without damaging the business.

The Company also has to take into account what stage of the Commercial Process has been reached and the fact that circumstances can change.

As a result it is possible for an employee, who has been turned down for Early Release, to make a further application which will be looked at again in the light of any changes in the business requirements.

All decisions are taken on the needs of the business when the application for Early Release is made. We must ensure that our businesses continue to operate normally and are in a strong position to protect as many jobs for disabled people as possible.

Employees in the Automotive business cannot apply for Early Release because they are not at risk of redundancy.

Commercial Process Update

Detailed discussions continue with the preferred bidders for the Furniture and CCTV businesses. Remploy's sale agent KPMG, is working closely with the preferred bidders to try and complete negotiations as quickly as possible.

We are aiming to confirm whether the sale has gone through by the middle of June.

Bidders for the E-Cycle, Frontline Textiles, Marine Textiles and Packaging businesses have been invited to submit best and final offers for these businesses and sites.

Individuals or organisations who submit successful best and final offers will then be appointed as preferred bidders and will enter into detailed negotiations and due diligence. Where negotiations are successful the company aims to complete transactions before mid- August.

The Company has reviewed a number of bids for the Automotive business and has invited best and final offers which should be submitted by early June.

The Company has to make sure that the bidding process is conducted fairly and carefully and this means that negotiations with people interested in buying our businesses can take some time.

We are doing our best to complete these discussions with potential buyers as soon as we can.

We are encouraged that this is a step towards protecting as many jobs as possible, but cannot promise how many jobs will be retained until we have had further discussions with the bidders and any sales are confirmed.

We would like to thank all employees for their continued help and commitment during this complicated process. Your support and understanding has made sure that we have continued to provide our customers with products and carried on our business as usual.

Our Employee Assistance Programme is available to every employee. The team can provide confidential advice and support. They will listen to any problems you want to talk about and help you to find other services.

It's free for you and is available 24 hours a day. The contact details are on the notice board and each week in your brief. Their freefone number is **0800 282 193**.

If you have any questions you can contact the employee helpline on **0800 028 6257**.

New Frequently Asked Questions documents

Please note that the updated Frequently Asked Questions (FAQs) are now available on the notice board. They have been changed to make them clearer and easier to understand. In particular the questions raised by employees about TUPE and Early Release have been made clearer and contain new information. An Easy Read version will also be posted on the notice board. Please take the time to read them.

