

S. R. MASSEY

When Massey was assigned to Canada in 1982, we treated it as a secondment and on the basis that he would be returning to work in the U.K. He arranged to pay his monthly contribution of £50 under the 'A' Option Scheme to us by Standing Order through his Bank and we passed it to the D.N.S.

In December 1983 when I.T. Co. Canada were considering offering him permanent employment, Massey was told that if he was transferred he could continue in the Option Scheme but if he resigned from B.A.T. he would have to exercise the Options. In our terms this meant that if he remained U.K. based, as with expatriates, he could continue in the Scheme but if he joined I.T. Co. as a local employee he could not.

Unfortunately, in the same letter commenting on his pension position, the word 'transfer' was used in the context of transferring to local staff. There is therefore some justification for his claim that he was misled, albeit unintentionally.

On hearing that Massey had been appointed locally and permanently in Canada from 1st April 1984 and would not be returning, G.R. & D.C. advised him that he was no longer eligible for the Option Scheme and also notified Lloyds the Registrars, and the Department of National Savings. They also told Massey that he should exercise his 'A' options up to the value of his savings to date (38 months x £50 = £1900) within 6 months.

Whatever the rights or wrongs of this case, there is no possibility of Massey being reinstated in the S.A.Y.E. Scheme and I have today been advised by G.R. & D.C. that he has recently exercised his Options.

Although he was advised in March to cancel his Standing Order, he did not do so and Salaries Department are holding £200 on his account. I understand that he has now undertaken to cancel the Standing Order and given instructions as to where this money should be paid.

JBMW/SAH
3rd August 1984

*Stay in with
Subsidiaries but
not Associate*

Did he favourably receive?

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