

Exploration relocation

What should we make of this?

March 2016



The reorganisation project presented to the CCE (Central Works Council) on 19 February 2016 announced the departure from Paris of the Americas and Asia Pacific VPX units with their technical teams to Houston and Singapore.

A 71 job reduction in France and only 40 expatriations.

Of the 71 jobs currently assigned to the Americas and Asia Pacific VPX in Paris,

- **only 40 posts will be available for expatriation** (the rest being supplied by the 'Hubs' and local hires) and priority given to personnel in the entities concerned. Only managerial staff would be concerned, but what about technical staff who would like to apply?
- **31 will find themselves without specific jobs**. Apparently they will be reclassified within Exploration during the summer job moves. OK, but where, and to do what? No precise details have been given for the moment.

Expatriate employees in Houston are being asked to give up their French contract in favour of a TGI one. In spite of financial compensation and modifications to benefits and retirement pension rights, the TGI contract deprives them of benefits coming from the CE (Works Council), CCE (Central Works Council), of union representation, and the right to vote in staff representative bodies.

A model which could confine the flow of knowledge and expertise.

The creation of geographical zones integrating New Ventures and having longer term staff could in fact be a good idea. It would avoid the frustration and inefficiency of job changes every three years in the affiliates. It would reinforce interactions between the Hubs new project and operating teams, towards a better and more efficient regional prospective view. However:

- The VPX will have **almost total autonomy** and will manage not only their budgets, acreage acquisitions and relinquishments, but also their studies and will also decide on operations. In having regional skills and techniques (geoscience specialities) and **leaning on local abilities, will they still need the help of central services?**
- Centralised teams currently make sure that there is coherence between regions: **which teams, situated in which location and using which workforce?**
- The **risk of partitioning** these relocated teams appears great as far as central services are concerned, (speciality and support entities) as well as between VPX-Hub entities and their obvious technical links (geology doesn't stop at zone boundaries!) **For the moment, no procedure has been suggested which might avoid this major pitfall in the project.**

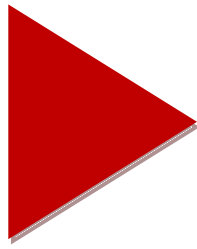
As a result: important questions remain unanswered!!

- ☒ **What will happen to central staff** with a diminishing workload following the setting up of the 4C&D policy and also possible intensification risks with staff coming back from the affiliates, as well as the reassignment of 31 employees excluded from the geographical zones? Is Management counting on the considerable number of retirements in the next five years to settle this question?
- ☒ Is there not a future danger of central services in France being underactive, and of the workload being transferred primarily to the understaffed relocated geographical zones? What about the other geographical zones (Europe, Middle East), even if it has been asserted that they are not to be relocated ... for the moment?
- ☒ **How can we ensure the continuity of** what has made TOTAL's reputation: its technical strengths and know-how, which are recognized by all?

Total's management gives the impression that it is heading towards a confinement of Exploration activities and to restricting itself to those retained on French territory.

In readiness for a future with drawal?

 ***Information for personnel : see over***



Questions for the CCE


This new reorganisation is worrying for personnel concerned.

The greatest possible transparency is desired so as to avoid accentuating the loss of confidence in leadership and in the future of Total, elements which emerged from the latest Total survey.

The CGT awaits Management responses to all of these questions.

In order to have a clear view of this project, and of its consequences, **before giving an opinion at the CCE meeting on 31 March,**

the CGT-UGICT Total UES Amont-Holding would be happy to receive any questions staff may have:

By email :  amont-holding.cgt-ues@total.com

or

Come and discuss them with us at our office (F017 in the CE building)



Come and discuss issues freely and openly.



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