

Mahajan, Vinay

From: Mueller-Reichenstein, Petra on behalf of Srinivasan, Badhri
Sent: Monday, September 11, 2017 8:38 PM
To: GDD_GDO_ALL_ORG_GBL
Subject: Data Operations end of consultation in Basel



Dear colleagues,

We wanted to share with you all an update on the changes in Data Operations (formerly Statistical Programming and Data Management) that were first announced on May 18.

As you know, on that day we announced a decision to move the vast majority of Statistical Programming and Data Management positions from the US to Hyderabad. We also proposed changes in Basel, subject to the Swiss consultation process.

On Wednesday, September 6, these consultations with our respective Employee Representative bodies, including NEF, management and non-management associates in Switzerland, concluded. We can now confirm that the vast majority of the positions in Statistical Programming and Data Management will in fact move from Basel to Hyderabad. This will be completed in a phased manner in two waves in 2018.

Since May, we have been working closely with our Swiss social partners to ensure our associates receive the best outcome possible. In fact, as a result of the consultation process, 16 positions will be retained in Basel. We have also worked to assist in the placement of potentially impacted associates wherever appropriate. So far, 27 associates from SP and DM in Basel have secured alternative jobs within Novartis.

The information on the outcome of the consultation, as well as the next steps in the process, has just been communicated in a townhall to our colleagues in Statistical Programming and Data Management in Basel. These

impacted individuals will now receive detailed information in individual meetings that will take place over the next few days.

In the US, positions have already been transferred to Hyderabad as part of the first wave. A further wave of positions will transfer at the end of September, with the final wave following by the end of December.

We have not taken these decisions lightly. We commit to doing all we can for the impacted associates in looking for new opportunities both internally, as well as outside Novartis. We are also counting on your continued support for our colleagues who are directly affected.

A robust plan is in place to manage the transition process smoothly. A detailed project plan and tracking mechanism are also in place to ensure project delivery.

We are counting on everyone to remain focused on our daily activities in Data Operations – GDO, GDD and our patients are counting on us.

We will be back in touch as needed to ensure the organization is well-informed about where we stand.

Regards,

Badhri and Dermot

