

JUNE 2010

Terms & Conditions – Fair and Equitable?

Following months of negotiations on the Company's original proposals to the harmonisation of terms and conditions, feedback from members outlined a number of unacceptable issues.

These included:

- Overtime proposals – this was a strong message from both Lloyds TSB and HBOS heritages
- Loss of holidays particularly for HBOS staff
- Reduced sick pay for a huge number of staff from both heritages
- Withdrawal of cars

You will recall that the other areas that were also unacceptable were:

- The slashing of the final salary pension scheme
- The 2010 pay offer

The latest terms and conditions of employment proposals announced on 26 May outlined the winners and losers for staff. Throughout the negotiations with Lloyds Banking Group, Unite has insisted that the proposals be equality proofed as there is a couple of obvious areas where the Company could be exposed to legal challenge.

Pay & Bonus

The new proposals see the uplift of nearly 11,000 salaries to bring them to new minimums. Whilst this is great news for low paid and underpaid staff, Unite is seeking information on a gender and diversity breakdown to ensure that there is no one population who have previously been disadvantaged.

The Company's proposals on bonus whereby the higher the grade, the higher potential for bonus could prove to be discriminatory as there is a higher proportion of males in the higher grades. Again Unite is seeking evidence that this is not the case.

Unite members will also recall that following the 2010 pay, pensions and bonus debacles, your union has demanded equality audits take place as a matter of urgency.

Holidays

The new proposals see winners and losers on holidays. HBOS staff are particularly disadvantaged at the lower levels with some staff losing up to 3 days holiday. Unite is seeking the gender impact on this proposal to ensure it is fair and equitable.

Maternity Pay Enhancement

Whilst the new proposal is generally viewed as an improvement or keeping with the status quo, low paid part-time colleagues in HBOS will be worse off with the proposals. Again this is seen to hit the lowest paid and one of the most isolated group of colleagues. Unite has asked the Company to review the proposal for part-time staff.

Equality Audits

Unite has formally requested that joint equality audits take place as a matter of urgency on the following:

- The full terms and conditions proposals
- Pay awards for 2010
- Bonus awards for 2010
- Pay and reward package for all colleagues across all grades/bands/levels

Unite campaigns for Unite members. To join our campaign, go to www.unitetheunion/lloyds

We Deserve Better