

Saturday Working 2

We have now had the opportunity to discuss the concerns outlined in our previous newsletter with the Head of Network, Peter Keenan, on two occasions and can share the responses given.

There is no doubt, as we stressed to the Bank, that clerical staff on all contract types will be affected by the changes, but the Bank have insisted that they intend to minimise as far as possible any detrimental effects on staff.

The Bank also confirmed that clerical staff on S type contracts should NOT be asked to volunteer for Saturday working. According to the Bank, a number of non-flexible staff were already working Saturdays and wished to continue to do so. Also, some S contract staff wanted to volunteer for Saturdays going forward. Therefore, the Bank wished to have a formal means of allowing these staff to work Saturdays and produced the side letter that a number of you will have seen. They agreed that no member of staff should feel pressured into "volunteering" and agreed to investigate any such cases

ANY SITUATIONS WHERE STAFF ARE BEING COERCED INTO VOLUNTEERING FOR SATURDAYS SHOULD BE FLAGGED UP VIA YOUR LOCAL REP OR OUR HELPLINE

There WILL be staff transfers in order to resource the new opening hours, in line with the mobility clause that all staff have included in their terms and conditions. However, ANY TRANSFER has to take into consideration the personal circumstances of the member of staff concerned. Peter agreed that if any individual wishes to take out a grievance against the decision to move them, no move will take place until the whole Grievance process has been completed

The Bank is updating its Q and A's on the intranet to include some of these issues, but the important things to note are as follows:

- **STAFF SHOULD NOT BE COERCED INTO VOLUNTEERING**
- **SIGNING A SIDE LETTER DOES NOT GUARANTEE THAT YOU WON'T BE MOVED**
- **ANY PROPOSED MOVE HAS TO TAKE PERSONAL CIRCUMSTANCES INTO CONSIDERATION**
- **ANY MOVE HAS TO BE WITHIN THE MOBILITY GUIDELINES.....THAT IS, WITHIN 35 MILES OR AN HOUR BY PUBLIC TRANSPORT**
- **STAFF IN LINKED BRANCHES SHOULD ONLY BE ROSTERED FOR SATURDAY WORKING IN A BRANCH OTHER THAN THEIR OWN IN EXCEPTIONAL CIRCUMSTANCES**
- **ALL FLEXIBLE STAFF SHOULD BE GIVEN AT LEAST FOUR WEEKS NOTICE OF THEIR WORKING PATTERNS**

Whilst Senior management intend this transition to be carried out as painlessly and as properly as possible, no doubt there will be local instances where this isn't the case. For any assistance, contact either your local rep or call our helpline on 08456045527. If you are not already a member of Unite, simply call the helpline or visit our website at Unitetheunion.org for details of how to join.