

Lloyds Banking Group Pay Framework Review

Unite members will recall that as part of the Pay deal reached at ACAS in March, it was agreed that there would be a joint Company/Union review on the Company's pay framework. This will also include a joint review of the performance management process.

Unite has been campaigning for sometime on the reliance of the pay framework, particularly the emphasis on the bonus/target culture and on what we see as the unfair practices that are associated with the performance management system which can and does result in restraining salary increases – even when colleagues achieve all targets and objectives.

Before Unite goes into these talks it is important to capture the views of our members on the issues they have with the current pay system and performance management process.

Lloyds Banking Group is committed to operating salaries through 'Market' and Performance. Unite maintains that there is no transparency and therefore fairness to how the 'Market' is determined, other than they use a number of Management/Reward Consultants for this information. Unite also believes that the pay framework is complicated and is not easily-understandable as there are so many variables for colleagues. Some of these issues are:

- confusion between market pay and performance pay
- colleagues not clear where they sit with market pay
- colleagues not clear on where they are on the pay matrix
- colleagues not clear on how performance is determined
- colleagues not clear on how pay rises are determined

Your Voice

Unite believes this is a great opportunity to redress unfair practices and processes and your views are important. You can share your views by:

- Contacting your local rep – details at www.unitetheunion.org/LBG
- Emailing Unite at LBG.Support@unitetheunion.org
- Calling the LBG helpline on 08081 449595

**Unite the Union – Campaigning to better Your Total Reward Package.
To join Unite's campaign go to www.unitetheunion.org**

We Deserve Better