

Update: TUPE Transfer of UK Clearings Operation to iPSL

We communicated with you last month regarding the intention of Lloyds Banking Group to outsource all of their UK Clearing Operation to their existing third party supplier iPSL resulting in the TUPE transfer of colleagues engaged in cheque clearing activity to iPSL. We highlighted our potential areas of concern and asked for feedback from our members.

Following strong feedback from our members, Unite have been involved in further discussions with the business regarding the rationale for the decision to outsource this area of the business and around members' concerns about the detriment they may suffer as a consequence of the proposed loss of non contractual benefits.

The business has confirmed that they have carefully considered whether the rationale for the proposed transfer is still sound in light of the decision by the Payments Council not to phase out the use of cheques by 2018, and have confirmed that they still intend to proceed with this transfer as iPSL already undertake 70% of clearing work for LBG. The business have listened to the concerns raised by members and in recognition of these have now presented a revised and significantly improved proposal for a compensatory payment to those colleagues who will be transferring to iPSL as detailed below:

A revised offer of compensatory payment in recognition of benefits including Flex, Bonus, Share Schemes, Colleague Products and Pensions. The below percentages represent a total payment, dependent upon which pension arrangement is held by colleagues.		
TOTAL To be made as a one-off non-consolidated payment at the point of transfer	DB – Non-Contributory	61% (Prev 20%)
	DB – Contributory	50% (Prev 18%)
	DC	35% (Prev 12%)
	No Pension	18% (Prev 8%)

The business have also agreed that protection of current severance terms will be extended until the end of 2014.

This offer does not address all of the concerns raised by Unite members, however Unite feel that we have now reached a position where this is the best financial offer that can be reached through negotiation.

Unite are now keen to hear the views of affected members on this improved proposal and whether they feel that the compensation offered for the loss of non contractual benefits is acceptable, or if they would wish to pursue a dispute up to and including industrial action to try to secure further improvements to the proposed compensation. As the proposed transfer date is 1st October it is important that we receive this feedback as soon as possible.

Remember:

- Unite is the only union recognised in all areas of Lloyds TSB
- Unite is the only union recognised in Cheltenham & Gloucester
- Unite is the only union recognised in both Lloyds TSB and HBOS
- Unite has a workplace reps structure of 180+ to ensure your voice is heard at negotiations and consultations

To join Unite, you can do so by going online at www.unitetheunion.org or by calling the LBG helpline on 08081 449595. Alternatively you can contact your local rep who would be only too happy to help.

If you are interested in being a rep, please click on www.unitetheunion.org/lloyds for more information.

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