

Unite the Union at LBCG



NEWSLETTER • SEPTEMBER 2011

Pay 2012 – Have your say

Unite is fast approaching the start of pay negotiations for Lloyds Banking Group staff for 2012. Ahead of these negotiations Unite will submit its formal pay claim outlining our vision for the improvements we are seeking in pay for 2012. In readiness for the negotiations, Unite is looking for your feedback on what is important to you in achieving a pay settlement for 2012 as well as your views on the Company's approach to pay.

Unite is very much aware of the current economic climate, the difficulties the Company find themselves in but we absolutely know that this has had a major impact on members and colleagues living standards.

Unite's pay priorities are:

- Fair Pay
- Zero Tolerance on Zero Pay Awards
- Recognising and rewarding the efforts of all
- Making Lloyds Banking Group a 'Great Place to Work' for our members
- Job Security

Up until the near collapse of the banking sector in 2008, LBSB and HBOS results grew year on year and this was undoubtedly due to the hard work, loyalty and commitment of its workforce. Over the past 18 months or so many members and colleagues have had to pay the ultimate price with their jobs for the failure of others and sadly continue to do so. Overall a massive 28,500 job losses have been announced across LBG since 2009 with another 15,000 to go over the next three years. Unite knows that those left behind strive on a daily basis to adapt to an ever more challenging and demanding working environment as they endeavour to help drive the Group's recovery.

Bearing this in mind and ahead of the submission of Unite's Pay Claim to the Company, we would welcome your views and feedback on Pay 2012 and in particular:

- What is important to you in determining your 2011 pay award?
- Do you believe that pay is awarded fairly and transparently across the Group?
- Are all aspects of the Total Reward Package important to you?

Next Steps

Unite's National Company Committee within Lloyds Banking Group will be meeting to discuss the Pay Claim submission in the coming weeks. The NCC is made up of LBG union members from all divisions across the Group and is the elected decision-making body acting on your behalf. Your feedback is therefore vital and will be taken into account in determining the pay claim and shaping the scope of negotiations.

Get in Touch

You can get in touch as follows:

- Contact your local workplace rep – go to www.unitetheunion.org/lloyds to find out who this is
- Call the helpline on 0808 1449595
- Email LBG.Support@unitetheunion.org

Please respond by 24 October 2011.

Remember

Unite is the only union recognised in all areas of Lloyds TSB
Unite is the only union recognised in both Lloyds TSB and HBOS
Unite has a workplace reps structure of 170+ to ensure your voice is heard at negotiations

WE DESERVE BETTER

Wendy Dunsmore National Secretary

Unite – Your union at Lloyds