

## Offshore Pay 2010 – Unite registers first failure to agree

**Unite has registered first failure to agree on the Company's proposed pay pot offer of 1.5% with an additional 0.5% to be used at managers' discretion throughout the year.**

Unite's pay claim for 2010 was 2.5% across the board increase plus market movement. Unite also insists that there will be no 0% awards. Unite therefore rejected the offer for the following reasons:

- 1.5% is insufficient particularly considering the RPI figures in the Offshore Islands
- To few colleagues have confidence in the performance management system
- 1.5% does not match market movement in the majority of bands
- 1.5% does not provide sufficient funds to progress through the zones as per the Company's commitment

In 2009, when a pot of 4%, more than double the amount proposed for this year, was provided, 30% of staff did not receive market movement and there are currently 25% of band 6-8 staff who are at the bottom of the salary scale.

Unite did however welcome the fact that the Company has proposed making awards on performance ratings only regardless of market position as this supports our ongoing campaign to move away from market pay.

The Company advised that despite publishing the Pay zones for 2010 they would not be using market rates this year when determining your pay increase but would be using your performance rating only when deciding on your pay increase. This means that you could be penalised twice as you will potentially also receive a reduced bonus.

It also means that staff will move further away from the market rate for the job.

The Company also stated that competitors were forecasting an average increase in salaries of 1.3%. However as Unite negotiates in all these banks, we know that the pay settlements already agreed are in excess of this.

Unite believes that to keep up with other retail banks operating offshore, LBG should at least match its competitors. Unite will keep you posted on next steps.

### Terms & Conditions Survey

Unite members and colleagues should have seen our newsletter stating that members have rejected the Company's terms and conditions proposals. Further details can be seen at [www.unitetheunion.org/Lloyds](http://www.unitetheunion.org/Lloyds). Your elected committee is meeting to examine the survey results in detail and to discuss our next steps in the campaign. Thank you for all who took part in the survey. It is still not too late for colleagues to make their views known to the Company – go to Unite's website and encourage all colleagues to complete and return the Terms and Conditions petition as soon as possible. Closing date is 19 February.

### Learning and Development

At our recent meeting with the Company, Unite expressed our concern at the level of learning and development being offered to

all colleagues. As a result, the Company and the union will explore the establishment of a learning working party which will involve Unite's union learning co-ordinator, the business and reps. In addition, it was agreed to explore partnership training for managers and representatives to open progressive communication channels for all colleagues.

### Integration and Restructures

Members have expressed concern that for those who are currently going through the restructuring process, they have been told they are not permitted to discuss their situation with anyone except their line manager, and in some cases have been threatened with disciplinary action. Unite has raised this with the Company and it has been agreed colleagues of course can discuss their situation but should be sensitive and mindful of the fact that others may not yet know their outcome.

**If you are interested in any of the above, please do not hesitate to contact your reps below:**

<b>Jersey</b>	<b>Alison Mellor</b>
<b>Guernsey</b>	<b>Barry Trump</b>
<b>Isle of Man</b>	<b>Andrew Cunliffe</b> <b>Tanya Hatch</b> <b>Steven Hall</b>