

DIRECT CHANNELS

Confused over your Terms & Conditions In Scope? Out of Scope? Pay? Who Negotiates for You?

Unite can answer your questions!

Unite members have been seeking clarity on what has been agreed and what has not been agreed for Direct Channels colleagues. This guide will help you.

What has been agreed by Unite the Union

Terms & Conditions In Scope

Following two consultative ballots, Unite reached agreement in September 2010 on a number of terms and conditions for Direct Channels. These had different impacts on colleagues dependent upon whether you came from LloydsTSB* or HBOS heritage. These included:

- Grading structure
- Flex Pot 4%
- Cars
- Annual Leave
- Maternity Pay
- Notice Periods
- Retirement Age

Pay 2011

Following a consultative ballot in December, Unite reached a greement on Pay for all colleagues for 2011. The pay deal became effective from 1 April and included:

- 2.5% pay pot
- 2% increase in current salary ranges
- Joint Review on the LBG Pay Framework including performance Management

All of the above has been agreed*

* *LTSB colleagues who have not signed the new contract will not benefit from any of the improved terms and conditions.*

What has not yet been agreed by Unite the Union

Terms & Conditions Out of Scope

Following a consultative ballot of Direct Channel members in December, Unite has continued negotiations on the out of scope terms and conditions as follows:

- Pay Ranges
- Overtime
- Bonus
- Role Outline

Unite will be conducting a further consultative ballot in the coming weeks on these outstanding issues.

Unsociable Hours negotiations have not been dealt with in these negotiations – negotiations on this will take place late 2011/early 2012.

Who Negotiates for You?

UNITE is the only Union that negotiates for both Lloyds TSB and HBOS colleagues. Together with our sister union Accord, who also negotiates on behalf of HBOS, Unite works hard to get the best deal for our members. To clear up the LTU myth, LTU only negotiates for LTSB colleagues.

UNITE and Accord will be separately balloting members on the Out of Scope Terms and Conditions in the coming weeks. Over the past few months, LTU has accepted the Direct Channels proposals on behalf of LTSB members and then withdrawn their acceptance. They cannot and have not accepted or rejected on behalf of HBOS colleagues – this is not in their gift.

UNITE has been quite clear on our position with the Company's proposals and will continue to liaise with our Direct Channels reps and members.

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

To join Unite you can do so by going on line at www.unitetheunion.org or by completing and returning the application form overleaf. Alternatively 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/lbg for more information.

