



2005 PAY

This year's pay negotiations have been prolonged and tough but Amicus has been determined to secure the best deal possible for all our members.

The company has made a final offer of 3.5%. This matches the current RPI figure and is a significant improvement from the bank's original proposal. Amicus welcomes this improved offer that was tabled to us at the last negotiating meeting and recognises the company's commitment to positive union engagement.

Negotiations with the company were difficult at times but remained constructive throughout and Amicus believes that the final position we have reached is the best deal achievable through negotiations.

However we are disappointed that the company has not been able to offer a pay pot in excess of the current RPI figure.

The union's HBOS NCC met on 27 January 2005 and agreed to ballot all members on the proposed pay pot. Amicus recommends acceptance of the 3.5% pay pot as it is the best deal achievable through negotiations.

We urge all members to exercise their right to have their say on the pay pot.

Separate discussions have begun with each Division to agree how each part of the HBOS group will distribute pay rises to Units and to individuals from the overall amount available.

Within each Division, parts of the Group may receive more or less than the overall "pot" figure according to business needs. Further newsletters will be issued to update members on progress as appropriate.

Colleagues who are not members of an independent trade union have no voice and exclude themselves from influencing their own terms and conditions.

We would welcome feedback through your seconded rep. or via our HBOS helpline, details of which are listed here.

AMICUS URGES YOU TO PARTICIPATE IN YOUR DEMOCRATIC RIGHT USE YOUR VOTE

BE IN IT - DON'T BIN IT!!

John Nolan, National Secretary

If you require any further information, please contact Bill Blenman on 0141 332 8673 or Nathalie Carr on 01244 895032.

Alternatively you can e-mail us on unifisupport.hbos@unifi.org.uk

Birmingham Midshires members can contact Eddie Nicholls (local rep at Pendeford who has been involved with Group pay) by e-mailing Edward_nicholls@birminghammidshires.co.uk or Gwyn Bates by e-mailing gwyn.bates@unifi.org.uk

THE REASONS FOR MAKING THIS DECISION ARE:

- Commitment to a Total Reward review during 2005
- Commitment to a Pensions Review
- 3.5% meets the current RPI figure
- In addition to the annual pay review, the company has recently announced it will be giving every colleague free shares with a minimum value of £500*
- A 3.5% pay pot is comparable with settlements elsewhere in the finance industry this year

We urge all members to exercise their right to have their say on the pay pot.

THE BALLOT TIMETABLE IS AS FOLLOWS:

- Ballot papers distributed by 7 February
- Ballot papers to be returned by Monday 21 February
- Result of ballot 21 February



Surname Mr/Mrs/Miss/Ms
 Forename(s)
 Home address
 Postcode Date of birth

Employer
 Address where employed
 Dept Postcode
 Job title Staff payroll no

Staff category: (Please tick all appropriate categories)

Full-time Part-time (over 7 hrs) Part-time (7 hrs or less) Manager
 Clerical Under 21 Casual Agency staff Pensioner

Are you, or have you ever been, a member of any other TUC affiliated union?
 Yes No Union name:
 Branch:
 Date of leaving:

From time to time the union would like to contact you with details of ballots, UNIFI affiliates and membership services. Occasionally we may wish to pass your details on to the organisations involved to enable them to contact you directly. Please tick the box if we may use your data in this way. For further details please call 020 8946 9151.

Membership no

DD

Recruited by tel:
 Membership no:

AMICUS/UNIFI Political Fund Exemption Notice
SIGNATURE REQUIRED IF OPTING OUT OF POLITICAL FUND

I hereby give notice that I object to contributing to the political fund of the Union and am in consequence exempt, in the manner provided by Chapter VI of the Trade Union and Labour Relations (Consolidation) Act 1992, from contributing to that fund.

Signed Date

Return to: UNIFI, FREEPOST, RC456, London SW20 0BR

Membership application



Instruction to your Bank or Building Society to pay by Direct Debit

Originator's Identification Number

9 9 0 0 8 1

Reference Number (to be completed by UNIFI)

Instruction to your Bank or Building Society:
 Please pay UNIFI Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee.
 I understand that this Instruction may remain with UNIFI and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s) _____
 Date _____

As a member I understand and accept that UNIFI strives to achieve recognition for substantive terms with employers where it has members.



The Direct Debit Guarantee

- This guarantee should be detached and retained by the payer.
- This guarantee is offered by all Banks and Building Societies that take part in Direct Debit Scheme. The efficiency and security of the scheme is monitored and protected by your own Bank or Building Society.
- If the amounts to be paid or the payment dates change UNIFI will notify you 10 working days in advance of your account being debited or as otherwise agreed.
- If an error is made by UNIFI or your Bank or Building Society, you are guaranteed a full and immediate refund from your branch of the amount paid.
- You can cancel a Direct Debit at any time by writing to your Bank or Building Society. Please also send a copy of the letter to us.

CURRENT MONTHLY SUBSCRIPTIONS IF OPTING OUT OF POLITICAL FUND

Full-time £9.90 Pensioners **£2.40**
Part-time (over 7 hours) £4.95 Casual, unemployed, agency & part-time (7 hours or less) **£1.25**
Under 21s £5.10

CURRENT MONTHLY SUBSCRIPTIONS WITH POLITICAL FUND CONTRIBUTION (+38p monthly)

Full-time £10.28 Pensioners **£2.78**
Part-time (over 7 hours) £5.33 Casual, unemployed, agency & part-time (7 hours or less) **£1.63**
Under 21s £5.48