

1850 JOBS TO GO

Unite members and colleagues are facing a summer of uncertainty and insecurity as Lloyds Banking Group announce huge job losses across the Company.

Unite believes that this announcement could not come at a worse time as holidays loom and instead of colleagues taking a well-earned rest they will be worried and stressed about their future and contemplating how to compete with the reducing pool of job vacancies within the Company.

To alleviate this huge job loss, the Company has announced that the anticipated actual loss could be 650 due to the job opportunities existing in some of the impacted areas.

Impacted areas

The Company has made a number of announcements to colleagues today. In particular:

Retail Direct Channels (Contact Centres) - has announced they are exiting Premier House in Chester in 2011. This will impact over 520 colleagues and although there is redeployment opportunities in Speke and Warrington, this will not be suitable for all.

Unite has once again called on LBG to give staff in Chester clarity and confidence that the Company has a commitment to the City as the staffing levels have now halved in the past two years.

Retail Independent Agencies - Retail Division has announced that they intend to end the relationship with all independent agencies which will impact in an additional 1,100 individuals who are not employed directly with LBG.

This is a regrettable decision and shows the wide-reaching impact the Company is making throughout the country.

Insurance - has announced they are exiting the General Insurance site in Nottingham in 2011. This will impact approximately 235 colleagues with very limited redeployment opportunities elsewhere.

In addition to Nottingham, other Insurance Division job losses will be lost in Aylesbury, Bournemouth, Bristol, Edinburgh, Leeds and Newport.

Group Ops - has announced job losses in Banking Operations and Risk with impacts of over 300 jobs in Brighton, Bristol, Edinburgh, Hove and Leeds.

Wholesale - has announced job losses in Commercial CRT team with the loss of 7 roles.

TUPE - Transferring employees to other companies

The Company has announced that a number of business areas, including colleagues, will be transferred to other Companies under the legal process of TUPE (Transfer of Protection Undertakings). This will affect colleagues working on Reception Desks, Security and Strategic Change & IT. Colleagues terms and conditions will be protected after a fashion but does not include pension transfers which has a significant impact on colleagues' futures.

What next

Following today's announcement, all impacted colleagues will have a 121 meeting with their manager to discuss and explore their future in LBG. This will then lead to a selection process for available roles over the coming weeks and months.

Unite's response

Unite's stance is quite clear. The Company has recently announced that its £1.5bn cost saving commitment to the City has been reached and is now standing at £2bn - we appeal to LBG to stop job losses and give security to colleagues - the same colleagues who have been working hard and loyally over the past 2 years to help make this Company successful again. This also makes absolute sense when members and colleagues are consistently being expected to work unpaid overtime to meet the needs of the business.

Unite is calling:

- For a commitment to no compulsory redundancies
- For the end to the practice of unpaid overtime
- For the end to the practice of utilising contractors/temporary workers
- To open the relocation package/travel allowance policy to all impacted colleagues who would be willing to retain a role in LBG
- To return all offshored work to protect the job security and livelihoods of LBG colleagues
- To open a voluntary register in the impacted areas and to use bumping as creatively as possible
- For the Company to share other cost-saving measures other than site closures and job losses

Remember:

- Unite is the only union recognised in all areas of LloydsTSB
- 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 calling the LBG helpline on **08081 449595**.

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.