

TVS OUTCOMES CIRCA 200 APPLICATIONS ACCEPTED

Following the announcement in June that the bank were seeking to effect a headcount reduction across a number of areas of TS of between 10 per cent and 20 per cent accounting for between 200 and 400 job roles via a Targeted Voluntary Severance programme, the outcomes of this programme have been announced.

The headlines emerging from the programme are as follows:-

- Around 15 per cent of the in-scope population made an application for VR
- 59 per cent of applications for VR (191) were accepted

BACKGROUND TO TVS PROGRAMME

Members will be aware that an anticipated reduction in the overall work stack within TS of between 10 per cent and 20 per cent over the coming 12-18 months facilitated the TVS Programme, with the intention of managing where possible all reduction via voluntary means. Members within Business Management, CIS, GTS, Insurance, as well as UK, Europe, Middle East and Group were in-scope of the exercise.

TVS OUTCOMES

The bank have confirmed through the consultation process that of the 323 applications for VR received, 59 per cent of applications have been accepted, with the remaining 41 per cent declined. The bank confirmed that each application was judged on its own merits and that there were no set targets or

goals for declines and/or accepts. Line Managers will have provided a narrative for accepting and declining applications, which will fall within one or more of three categories, i) subject matter experts ii) team structure viability iii) critical roles.

- Subject Matter Experts** – these are individuals that possess “intellectual capital” that the Group wish to retain for the known and foreseeable future, thus driving a decision to reject these applications.
- Team Structure Viability** – these applications have been rejected on the basis that to have accepted these would have resulted in teams, projects or departments being below an optimum headcount level impacting upon operational integrity. The bank confirmed that the accepts and declines within these populations were determined using the matrix selection process, with the lowest scorers under the process being selected for VR.
- Critical Roles** – these application were rejected as the jobholder undertakes an operationally critical role and accepting an application for VR would compromise operational integrity.

NEXT STEPS

The bank will undertake one to ones with those members of staff that have applied for VR to detail the outcome decision and where this is a decline, provide the rationale behind this decision. Where the decline category is either Subject Matter Expert or Critical Role, then it is reasonable to expect the bank to articulate the evidence supporting this decision. Where someone has been declined under the Team Structure Viability, an individual can request, on an anonymous basis, the comparative selection scores

resulting from the matrix selection process. Those members whose application has been accepted will exit no later than the 29 October, with pay in lieu of notice (PILON) being applied where appropriate. A small number of successful applicants will remain beyond the 29 October due to operational reasons and this will be communicated with the individuals via their one to ones. No application were rejected on the basis of Serial Under-performance.

If members wish to challenge their non-selection for redundancy, they should raise this in the first instance with their line manager and if the issue remains unresolved should contact their local Workplace Rep or the helpline; however it is highly unlikely that appeals of this nature will prove successful, unless it can be demonstrated that the bank have failed to follow their selection process or have ignored compelling personal circumstances that would have dictated that the bank should have deviated from that process.

UNITE have challenged the bank around the number of VR accepts and whether this represents the end of uncertainty in the areas impacted or does it simply represent part one of a wider headcount reduction with further job losses in the pipeline. The bank have confirmed that the overall headcount reduction that will be achieved of around nine per cent fits with the projected reduction in work stack of 10 per cent and in the event that the projection proves accurate, there will be no requirement to revisit the union with further restructure plans. The clear indication however is that if work stack reduces above projection then the bank have not ruled out further reductions.

UNITE COMMENT

Clearly members will be disappointed to be declined VR, which is a situation that has been

replicated through a number of other re-organisations witnessed in RBS in the last 12-18 months. This position is always an unwanted consequence of calling for VRs in this manner; however it is a much preferable position than the bank simply applying a selection process to all staff in scope, which could result in some members of staff being selected for redundancy, who wished to remain with the organisation. Whilst UNITE supports the VR approach over a selection process that could result in CRs, clearly the trade union does not support headcount reductions and certainly not those directly related to a crisis within RBS that in the bank's words the majority of staff hold no responsibility for.

The prevailing concern of the TVS programme has been the potential impact upon the members left behind post re-organisation and whether workloads remain operational viable. The bank can point to the circa 40 applications that were declined for Team Structure Viability as evidence that this has not simply been a slash and burn redundancy exercise to reduce headcount at any cost.

UNITE continues to harbour grave concerns regarding the future viability of and the Group's commitment to the Technology Services operation within the UK and the trade union will be challenging the bank with these concerns over the course of a series of high level meetings with senior management from within Business Services and TS.

UNITE UPDATES

If you would like to receive regular updates electronically from the union, please e-mail from your preferred e-mail address to rbsinfo@unitetheunion.org.

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Alison Maclean & Stuart Davies – Joint Lead Officers
Unite RBS Helpline: 0870 241 4425