

MORE JOBS SLASHED AT LBG

Unite members are becoming increasingly angry at the constant cycle of job loss announcements within Lloyds Banking Group. Since the creation of Lloyds Banking Group large numbers of job losses have been announced on a regular basis, these now amount to in excess of 27,000 jobs. Today the company has announced a further 1300 jobs are to go. Members had hoped that as integration reached a conclusion the cycle of death by a thousand cuts would come to an end, however the approximate 15,000 job losses announced as a result of the strategic review has confirmed that an end to this misery is not yet in sight. This announcement sees the first of the strategic review related cuts, with only 170 of these job losses being as a result of integration activity

The Job Losses

Group Executive Functions

Risk Division has announced that it is moving to a new operating model to improve clarity, transparency, accountability, and consistency, which will involve the removal of some layers of management and will lead to a reduction of 752 roles across the Risk Division, some of which will be managed through not filling vacancies and the release of contractors.

Corporate Affairs is centralising the model of Internal Communications, with a number of services now being available at a group level rather than division specific, which will result in a reduction of 128.6 FTE and will impact colleagues within Internal Communications throughout the UK.

Group Operations

Operations – Integration and Change is announcing a reduction of roles due to work from the integration program drawing to a close, the change team will also see changes in job content at the lower layer as a result of moving to a practice pool model, with line management responsibility being removed to allow greater emphasis on the technical aspects of their roles. A voluntary severance register will be opened for colleagues in this area.

Operations – Group Property has announced that as a result of delayering the management structure and broadening spans of control there will be a reduction of 29FTE with those impacted being at various locations throughout the UK.

Operations – Credit Operations, Wholesale Operations & Global Payments are making changes to their operating models in line with the aims of the strategic review where management structures should be delayered and spans of control broadened. 33

roles will be lost in Credit Operations which will be managed through natural attrition, Wholesale Operations will lose 5 Operations Manager roles and impacted colleagues will go through a selection process. Global payments will lose 6 roles which will be managed through consolidation of existing management roles and creation of a subject matter expert role, impacted colleagues will go through a selection process.

Insurance

Risk is simplifying the support functions of the insurance business following on from changes made to the management structure. The Divisional Risk team will see a reduction of 19 roles as a result of the distinct Divisional/ Central Risk teams within LP&I and GI being made into a single team.

Retail

Retail Fraud & Underwriting have announced that 4 colleagues within the Customer Experience and Complaints team at Southend, who are not being transferred to Group Fraud as part of a restructure to create greater centralisation of function, will be placed at risk due to a strategic decision for Risk to exit Southend.

Customer Brands & Customer Value Management is reducing duplication and making changes to the grade mix within this area resulting in a reduction of 112 roles at various locations in the UK. These teams will be covering a wider strategic remit and will see a reduction in lower grade roles and an increase in higher level roles.

Products are creating a new centralised cross product Performance and Market Insight team as well as brand aligned teams, rather than the business unit specific teams currently in place, this will result in a reduction of 55.9 FTE.

Mortgages have announced a number of structural changes impacting the following areas:

- **Mortgage Sales** – The Telephony and Internet Sales team will transfer to Telephone Banking, the Birmingham Midlands Loan Resales team in Pendeford will now focus on other brands, 57 colleagues will transfer from Mortgage Sales to other business areas, there will be a reduction of 19 roles which will be achieved through managing vacancies.
- **Scottish Widows Bank** – There will be a reduction of 8 roles, 1 colleague will transfer from Finance into Operations, the Credit Risk Function will transfer to Group Risk.
- **Mortgages MD Office** – The Mortgages Executive Office and Mortgages Engagement team will both close resulting in a reduction of 8 roles.

Wealth & International

UK Wealth are simplifying management structures and broadening spans of control, this involves significant changes to Geographical Regions and Area structures as well as the creation of Development and Conduct Manager teams and the removal of existing Compliance Teams in Corporate & Commercial, Wealth Coach roles in Corporate & Commercial and Personal, the Bancassurance Regulated Assistant team within Corporate & Commercial and a reduction in the number of Regional Assistant roles. This equates to a reduction of 36 roles.

Have Colleagues' Jobs Been Lost in Your Workplace?

Have Agency and Temporary Workers Replaced Them?

If you believe this is the case, let Unite know immediately. Unite believes that the use of temporary workers masks the real problems associated with the substantial job losses and the introduction of Organisational Excellence/Lean processes throughout many areas. It is not acceptable that hard-working, loyal and skilled members are made redundant only to find that less experienced cheaper workers are working in the site in a very short space of time.

Unite continues to call:

- For a commitment to no compulsory redundancies
- 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
- 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 Lloyds TSB**
- **Unite is the only union recognised in Cheltenham & Gloucester**
- **Unite is the only union recognised in both Lloyds TSB and HBOS**
- **Unite has a workplace reps structure of 180+ to ensure your voice is heard at negotiations and consultations**

Join Unite

To join Unite, you can do so by going online at www.unitetheunion.org or by calling the LBG helpline on **08081 449595**.

Alternatively you can 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/lloyds for more information.

WE DESERVE BETTER

