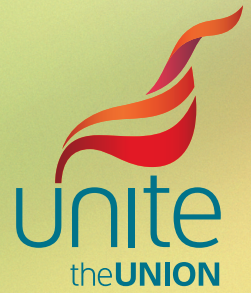


[www.unitetheunion.org](http://www.unitetheunion.org)

January 2012

# Lloyds Banking Group



## Pay 2012

As Unite members are aware, a survey was undertaken in December regarding Lloyds Banking Group's final 2012 pay offer.

Unfortunately the majority of members have not completed the survey – Unite was aware that this may be the situation as members will have been busy in the lead up to the Christmas and New Year period.

As a result, Unite is going to extend the survey period till 7 February 2012. To complete the survey, please go to <https://response.questback.com/unitetheunion/2lbgpay2012>

As a reminder, the Group's final pay offer is:

Grades A – D – 2.5% pay pot allocated using the following matrix:

	Top/Strong/Good/Developing Performer	Under Performer
Market Primary or below	3%	0%
Market	2%	0%
Market Plus	1%	0%
Over Maximum	0%	0%

Grades E – G – 2% pay pot. For Grades E, a matrix is pre-populated with awards but can be amended at line-managers discretion:

	Top/Strong/Good/Developing Performer	Under Performer
Market Primary or below	2.5%	0%
Market	1.5%	0%
Market Plus	1%	0%
Over Maximum	0%	0%

Grades F & G : awards can be made at line managers discretion within 2% pay pot.

In addition, the Group has responded to Unite's claim as follows:

- All pay ranges will not be below the Living wage currently £7.20 for outside London and £8.20 for London.
- There will be no line-manager discretionary element for Grades A-D.
- No business area within Lloyds Banking Group can opt-out to this agreement.
- Future negotiations on the simplification of the pay ranges as the Group operate a considerable amount which leads to confusion and frustration.
- Whilst refusing a joint equal pay audit, LBG has agreed to jointly work with Unite to address the gender pay gap and to identify and address equality issues association with promotion, working practices etc.
- Although unable to give a commitment to progressing to the midpoint of market rate in 2 years, the Group believe that by removing performance (with the exception of under-performers) from the pay matrix and by distributing the pay pot by pay zone, this should help colleagues to progress to the market rate.
- No movement to the pay ranges with the exception of Grades F and G.

Whilst Unite welcomes the break of the relationship between performance and pay, your Union continues to reject the Group's proposal to give nearly 10% of colleagues a 0% award.

### Next steps

Please take a moment to complete and return Unite's pay survey before 7 February 2012. Your view matters in order to progress Pay 2012.

Unite is a democratic union, run by the members for the members and therefore believes it should be the members who decide on whether or not this pay offer is acceptable.

Only by being a member of Unite will you have your say in the consultation - if you wish to have your say on Pay 2012, you can do so by joining Unite.

### You can do this by:

- Website – go to [www.unitetheunion.org](http://www.unitetheunion.org)
- Contacting your local rep – to find out who this is go to [www.unitetheunion.org/lloyds](http://www.unitetheunion.org/lloyds)
- Email at [LBG.Support@unitetheunion.org](mailto:LBG.Support@unitetheunion.org)
- Telephone: 0808 1449595

If you have any queries or comments regarding pay or any other issue, please do not hesitate to contact us.

### Remember:

Unite – working on your behalf regardless of heritage.

- Unite is the only union negotiating for members in all areas of Lloyds TSB.
- Unite is the only union negotiating for members in Cheltenham & Gloucester.
- Unite is the only union negotiating for members in both Lloyds TSB and HBOS.
- Unite has a workplace reps structure of 170+ to ensure your voice is heard at negotiations.

**UNITE – THE CAMPAIGNING UNION – WE DESERVE BETTER**

**Wendy Dunsmore, Unite National Secretary, Lloyds Banking Group**