



# ARE YOU ONE IN A MILLION?

**You may know that as a Lloyds TSB employee your terms and conditions are negotiated by Amicus. Over one million members throughout the UK have decided to join the union to ensure that they get the best independent professional advice and representation available. Of those over 200,000 work in financial services.**

Some staff say, why do we need a union? Well, let's look back at 2006 and see where Amicus have made a difference to you as an individual and your collective rights.

- In early 2006 we agreed a conditional two year pay deal for bank staff (excluding Offshore and C&G staff) that contained two key statements that were agreed exclusively with Amicus, that allowed managers the opportunity to give staff who were at or above the market pay zone an increase. In real terms this meant 3,000 more staff received a pay increase this year that did not receive one last year. Whilst we still have some way to go to eradicate zero pay in Lloyds TSB, we will continue to press the bank to give staff a decent pay rise at a time when profits continue to rise.
- Our representatives have assisted members at grievance hearings which have resulted in pay increases for staff who have met or exceed expectations after being told that they would not get a pay rise under the bank's pay proposals.



- As a result of negotiations we have resisted any proposals by the bank to introduce discretionary sick pay for existing staff. A pilot is being run in Telephony for new entrants from 1 January 2007 (see the Amicus web site for further details).
- We continue to use our Offshoring Policy to protect individuals who wish to have a job in LTSB and money for those who wish to retrain for new skills with hundreds of staff finding alternative roles and a significant number using the £2000 training bond to upskill and change employment direction; indeed the current HR Offshoring restructure is resulting in staff not just finding alternative employment, but suitable alternative employment for our members who requested our assistance, with no compulsory redundancies being made.
- We continue to campaign on the right for Scottish staff to take 2 January as a public holiday. We have in previous years been able to agree with the bank a programme of reduced branch opening and reduced hours with a voluntary roster for staff who wish to work on the day. We will be entering negotiations on this shortly.
- We have asked the bank to sign up to the Equal Pay Charter and to continue the work on eradicating unequal pay in LTSB in line with other finance sector organisations
- We have sought an increase in London Allowance for our members.
- We continue to challenge the bank's new age discrimination redundancy terms by enlisting the services of ACAS.
- FPMs have returned to sales points rather than cash payment which would have resulted in referrals drying up.
- Dealt with a number of legal cases that have resulted in substantial compensation for our members.
- In Cheltenham and Gloucester our membership grows weekly as Amicus are the only recognised trade union that negotiates on behalf of staff. This has assisted MSPs in terms of protecting their terms and conditions along with giving professional and independent trade union representation.
- Changes to the Group severance terms were introduced on 1 October. Amicus/C&GSA negotiated terms for C&G staff at Tachbrook Park and Fareham Admin centre. Staff from both sites who were served with notice of redundancy prior to 30 September 2006 have the option of choosing either the current severance terms and conditions or the new terms and conditions whichever was most beneficial to them.


**These are just some of the issues that Amicus has faced during 2006.**

## PAYING TOO MUCH?

**Amicus offer an incredible subscription rate of £5.00 per month for full time staff, £2.50 for part time staff. Furthermore you get your membership for the first three months free. If you are a member of another organisation, then consider how much more you are paying for your union subscription. Amicus employ hundreds of staff throughout the UK and have offices in most major cities. No other organisation within LTSB has the strength and independence of Amicus that is why there should be only one union in LTSB and that is Amicus.**

**Why not join on line on [www.amicustheunion.org](http://www.amicustheunion.org) or call our helpline 08081 449595 where details of how to join will be sent to you.**

**Remember, your trade union is your insurance policy in times of need. Don't leave this to chance. Amicus will not employ commission based staff who are dependent on recruiting you for a salary. Our officers are on permanent contracts and take instruction from the democracy of the membership in LTSB. If you would like to play a part in this process then please call our helpline for further information.**



**Join amicus online at [www.amicustheunion.org](http://www.amicustheunion.org)**