



# CHARTER FOR EQUALITY

**Members will be aware through an article on the groups Interchange, that the bank have agreed exclusively with Amicus to conduct a Commitment to Action that will focus on achieving full pay equality for men and women.**

## **COMMITMENT TO ACTION**

This charter was agreed by Amicus and the bank and will form part of our discussions in April.

- A commitment to pay equality for men and women workers in the UK.
- We will establish a working group. Where necessary, a programme of work will be developed, designed to equalise pay levels between men and women where they are undertaking the same or similar work. This group will include a cross-section of staff, normally to include members from the central HR teams and union representatives, or as agreed by LTSB and Amicus.
- We will carry out equal pay audits on an annual basis in partnership with Amicus, and may focus on areas of the business where pay gaps have been highlighted as an area of concern.
- An Action Plan will be introduced, where necessary, to address pay issues highlighted in the equal pay audit. Action plans will be agreed by the working group, referred to above.
- All information and issues discussed within the working party will remain confidential, unless otherwise agreed
- Initiatives and results will be jointly communicated to staff, as agreed by both parties
- We will identify areas of best practice to be shared within the finance sector to improve the baseline of best practice throughout the sector.
- LTSB and Amicus will together promote the progress and achievement of the forum to date on an on-going basis

Amicus is at the forefront of the trade union campaign to achieve equality for women workers in the UK. The finance sector has the

largest pay gap in any sector at 41% and concerns about this have resulted in a number of finance sector employers carrying out equal pay audits. We are delighted that Lloyds TSB have chosen to work with us on this to build on the achievements to date.

## **AMICUS – THE ONLY UNION IN LLOYDS TSB**

Yet again, Amicus lead the way in coming up with innovative ideas in relation to engaging in constructive and open dialogue with the bank. Compare this with the in-house staff association (LTU) who continue to scaremonger, demoralise, and de-motivate staff in an effort to cling on to its reducing influence and membership in Lloyds TSB. The new merged union between Amicus and T&G will now mean a combined membership of over two million members with massive resources and finance to ensure that employers engage and consult with us at the earliest opportunity. LTU remains the last outpost of the old fashioned idea of staff associations within the major clearing banks. Perhaps someone should tell them that their time is up.

## **NOT A MEMBER**

Being part of a TUC affiliated independent trade union with over two million members allows us the opportunity to offer you an unbeatable discounted rate on your membership. Membership subscriptions are £5.77 per month for full time staff and £3.17 for part time staff. In addition, you will receive the first three months of your membership completely free. To join visit our website on [www.amicustheunion.org](http://www.amicustheunion.org)