



7 GOOD REASONS TO JOIN AMICUS

1. Pay

Union members are paid 6% higher wages than non-union members in Britain.

2. Holidays

Union members have five days more leave than non-members. Amicus is committed to negotiating shorter working time for our members.

3. Safety

Workplaces where trade unions are organised have 50% fewer accidents recorded. Amicus train all our Health & Safety reps to a high standard and is committed to eliminating workplace accidents.

4. Job Security

According to government figures, union members are less likely to lose their jobs through redundancy than non-members.

5. Individual Representation

Amicus train our workplace reps to deal with a whole range of problems members may experience in their jobs. Experienced, professional, full time officers support the workplace reps.

6. Free Legal Advice

Amicus members have access to free legal advice and support through a network of trade union solicitors as well as a 24 hour helpline.

7. Safety in Numbers

It pays to be in a team. Amicus has a team of one million members.

We have 110 members in the House of Commons, including one cabinet minister, 8 European MPs and representation in the House of Lords. Amicus has a full complement of regional officials, organisers, researchers and three education colleges to support our members.



GT Pay 2006

GT % increases were, on average, lower than the Group average, which, from the Bank's perspective, reflects the higher level of salaries paid to GT staff in general. However, the overall effect for many staff - GT as well as Group wide - is that of their total reward not keeping pace with inflation. The Bank cites a stagnant IT Labour market with few skill shortages, and very low attrition rates and ease of recruitment at less than market reference.

Statistics for GT Staff:

- Whilst the average bonus paid to GT staff is 9.2%, over 48% of staff will not receive one.
- Just over 41% of Staff will receive a pay rise of less than 1.5%.
 - ▲ Within this figure, almost 8% of staff will receive no pay rise.
- Less than 1% staff will receive a rise between 1.5% and 2.5%.
- Just over 58% of Staff will receive a pay rise of at least 2.5%.
 - ▲ Within this figure, just over 26% of staff will receive a pay rise of at least 5%.

A COST OF LIVING RISE FOR ALL STAFF

Whenever we consult members about pay we consistently receive the response – “we want a cost of living rise”. Members tell us that they do not measure their salary increase against the market but against their bills, and the bills keep going up. In the Amicus presentation to the employer in support of the claim, Rob MacGregor, National Secretary outlined the group's profitability and the continuing productivity of staff. He said, “Given the group enjoys this ‘Golden Scenario’ we believe our members’ claim for a fair cost of living rise for all staff is more than justified”. Rob MacGregor also addressed the bank's position on the approach to total reward adding, “For staff most affected by this approach this is simply a dogmatic response to a genuine grievance.”

OVERTIME AND STANDBY PAYMENTS

Although overtime is paid to GT staff where appropriate the amount you get is not simply the ‘time-and-a-half’ or ‘double-time’ you might expect. These rates only apply if you earn less than £18,121 p.a. Beyond that salary level what you get is stepped according to your basic salary and there is a cap on the hourly rate that means that some staff will be getting much less than 1.5x or 2x their basic hourly rate. Is this fair?

Childcare in RBS

The favoured work at Gogarburn, or so it seems. When the Bank published details of its new World Centre on the intranet, members working in Goodmans Fields were not happy with the comparison they made. Gogarburn workers clearly receive special treatment and better benefits than those working in London. Amongst the things that stood out was the provision of an on-site nursery at Gogarburn.

We decided we should approach the Bank on the matter, but felt we should first have your views on childcare as a whole, the support the Bank provides and what you want.

We therefore carried out a survey on the Goodmans Fields campus, over four separate days last year, and had the results professionally analysed.

The survey was designed to gather information about the member of staff, to ascertain how the individual dealt with childcare and how the Bank could help and was carried out over four separate days in March and April on the Goodmans Fields campus. Some 137 staff with children under sixteen were interviewed.

The majority required childcare whilst they were at work. Needs divided almost equally into full time, part time, before/after school and during school holidays. The average cost was £5.80 per hour. Only 13% had any backup if their regular care was unavailable or a child was taken ill suddenly. The majority of staff had had to take time off work during the last twelve months, most as annual leave though some had had to make up the time instead. Special leave to deal with childcare emergencies was only granted in 11% of cases.



The majority of those interviewed wanted more assistance from the Bank in respect of childcare. RBS Elect vouchers only met 40% of childcare costs and had been taken up by only 11% of interviewees. The Bank's commitment, in relation to other comparable employers, to supporting childcare provision is minimal. While it says it is concerned to retain qualified staff, it actually does little to promote this when it comes to childcare support. Emergency provision, when regular provision was unexpectedly unavailable, along with on-site or local nursery facilities, would be the two things most welcome by staff, together with a more pro-active and understanding approach to childcare support in general. An easy example would be to publicise more widely that parents are entitled to special leave to care for their dependants in an emergency. Gogarburn shows the Bank can do more.

Notice of Next Meeting

Branch meeting for members in and around the Goodmans Complex happen from 12.30-1.30pm usually on the fourth Thursday of every month (except August and December).

The **April Goodmans branch meeting is on Tuesday 25 April in A/2 Core, Conference Room 1** when we will have a guest speaker from Platform (see www.carbonweb.org) on the subject of corporate responsibility.

MY AMICUS REMINDER

It is vital that a union knows where its members are in case we need to contact you, for example, for a ballot. The quickest and easiest way to make sure we have your correct details is to go to www.amicustheunion.org and click on the MyAmicus button.

Goodmans Fields Website
www.amicustheunion.org/rbs/goodmans

RECENT UNION ACTIVITY IN GT

Representing Members

One of the main things our union does for us is represent us, day to day within RBS. The key people who do this are colleagues who volunteer as Jointly Accredited Representatives (JARs). The role of a JAR is threefold:

1. casework - helping individual members with queries or representing them in formal grievances or disciplinary meetings;
2. performing regular health and safety checks in the workplace;
3. membership recruitment.

By far the biggest amount of time is spent on casework and this is where we really do make a difference. We can have a direct and positive impact for the members who need us. Casework can range from the most simple of queries to the very complex and long running disciplinary proceedings. If you ever need the help of a JAR call the Amicus helpline on 0870 241 4425.

Campaigns

Work Your Proper Hours Day – Thanks to all of you who supported the day on 24 February by taking a decent lunch break and leaving on time!

Meetings

The February Goodmans branch meeting

had a guest speaker - Clare Moody, the Amicus officer responsible for equality and diversity issues in Royal Bank Group. Clare spoke on developments in the field of child care and developments since last year's child care survey. Though the Bank had been complimentary regarding the survey it had taken three further meetings before it had acted in any way on the findings and it was the issue of emergency childcare which it finally picked up on. The branch decided to repeat last year's childcare survey to gauge how members' needs were changing.

The March Goodmans branch meeting focussed on the planned relocation of GT staff to Aldgate Union next year. There was a short presentation followed by an excellent discussion of the main issues for the union.

Edinburgh

Union activity is picking up among GT staff in Fettes Row and Dundas St. There have now been two meetings of the 'Amicus Workplace Group (Edinburgh IT)' and they are looking to get more people involved. If you, or anyone you know, would like to know more, please contact Sharon Orr or Peter Hurst.

Dublin

There is considerable interest in setting up a Dublin GT Amicus branch – watch this space!