



UNITE THE UNION IS HERE FOR YOU

Members will be aware that the historic merger between Amicus and the T&G has created UNITE THE UNION. Unite the Union is a multi-sector union with over 2 million members. It has a large finance section which grew rapidly in 2006 and has recruited a further 2,000 since the beginning of 2007.

HBOS colleagues can still get in touch with their union in the normal way - by writing, emailing or by telephoning. Details below.

The launch of Unite the Union was on 1 May and members will shortly start to see our new branding on promotional material and future publications!

Full integration of the two merged unions will take time but a new membership system will help us to target our communications much better in the future.

It is, therefore, vital that you keep us up to speed if you move to another part of HBOS or simply change location.

Changes of name or home addresses are of course important too. For those with internet access, the best way of keeping your details up-to-date is to go to the "My Amicus" section of our website – www.amicustheunion.org where you can log-in to change or update your personal details. We will soon be able to use this information to communicate

with members by email so do not leave it too late – update as soon as possible. Paper communications will of course continue too.

You can also access information about Unite the Union in HBOS from the website. We will be publishing lists of Reps. contact details as well as posting copies of our bulletins. Follow the "Sectors" link from the homepage, following through "Finance and Business Services" to "Amicus in your Organisation".

RPI INCREASES PUTS SPOTLIGHT BACK ON PAY

The increase in the RPI rate to 3.9% (and the underlying CPI rate to 3.1%) announced earlier in April came as a surprise to many and has cast somewhat of a shadow over what we had regarded as a quite healthy pay deal this year in HBOS.

Generally up to now, feedback on the pay deal has been quite positive from our members.

In Retail in particular, the matrix approach to pay awards for Levels 1 and 2 seems to have gone down well, and it has highlighted a need for greater transparency in pay awards for colleagues in other Divisions and in Levels 3-5 in Retail. This will be our focus later this year when we start to talk about pay for 2008, and also when we have our annual post mortem talks with Group about the distribution of pay awards for this year.

Unite (Amicus) did not have a crystal ball of course, but we did have the foresight to

have it written into the Joint Agreement on Pay that we reserved the right to go back and seek further discussions if circumstances changed and made the review uncompetitive.

We, therefore, took the opportunity at a recent meeting to point out that we believed the recent RPI increases may ultimately cause a hike-up in interest rates, which would have a real economic impact on HBOS colleagues.

The basic pay deal this year was for a 3.5% pay pot and whilst some areas exceed this

figure for market related reasons (notably for Levels 1 and 2 colleagues in Retail), some colleagues will have had a sub-inflation rate increase.

The Company's response at the meeting was to argue that HBOS rates of pay remain competitive in the market, and that is what counts.

The Union said it would seek the views of its members and go back again as need be.

Your general views on pay are now invited.

Contact your local rep or email our full-time reps. Nathalie Carr at Nathalie_Carr@bankofscotland.co.uk or Colin Percy at ColinPercy@Halifax.co.uk, or the HBOS/Amicus email address at amicussupport.hbos@amicustheunion.org. Alternatively, write to Gwyn Bates at Unite the Union, Transport House, 1 Cathedral Road, Cardiff, CF11 9HA, Fax 029 20 382209 or Wendy Dunsmore at Unite the Union, John Smith House, 145-165 West Regent St, Glasgow, G2 4RZ, Fax: 0141 221 3898.

WORKING FOR YOU IN HBOS

Gwyn Bates & Wendy Dunsmore National Secretaries, Unite the Union

Meeting with Decision Makers

Union officials have recently met with Business Heads from across the Group.

Notably, in April we met Benny Higgins (Head of Retail) and Peter Jackson (Head of Retail Products).

These meetings are informal making it possible for both parties to debate matters more openly than is sometimes possible in more formal negotiation forums.

In May it is our turn to quiz Philip Grant, Head of Intermediaries and Specialist Banking, and Shaun Doherty, Head of Retail Operations.

Focus on Pensions

Meetings also take place on a regular basis about general Group issues and we recently had a very interesting debate about the HBOS commitment to the staff pension schemes.

It was very heartening to note the on-going commitment to the Final Salary Pension Scheme enjoyed by more longstanding colleagues in HBOS, with a continued freeze on employee contributions until at least 2009.

The Company is committed to a plan

for further cash injections into the Fund over the next four years, and the new Board of Trustees are looking to implement some new investment strategies designed to further strengthen the security of the Fund which has over 80,000 active and pensioner members, making it one of the largest UK occupational pension funds.

The Group Money Purchase Scheme is the scheme open to new colleagues, and Unite the Union supports HBOS in its decision to actively encourage take-up of the scheme by automatically entering new staff to the scheme, but allowing opt-outs if colleagues prefer.

Less than 15% of colleagues have decided to opt-out and around 3,000 colleagues are currently outside any of the company schemes. Given the Employer Contribution commitments of up to 12% of basic pay in most cases, these people do seem to be missing out on an important benefit.

Unite the Union recommends members to take independent financial advice about their pension decisions, and find out as much as possible about their own pension provision. There is a pensions calculator tool available on-line through Group Net to help colleagues with these issues too.

New Seconded Rep

Amanda Whele has recently been selected for the post of Unite the Union Full-Time Seconded Rep for HBOS England and Wales. Amanda is currently a Senior Workplace Rep at Birmingham Midshires and will take over in the next few weeks from Nathalie Carr who has done a great job for us over the last 3 years. Very best wishes and our thanks go to Nathalie and we welcome Amanda to her new role.

Meanwhile, Colin Percy remains our Seconded Rep for Scotland and can be contacted for help and advice on 0141 308 7844. For England and Wales contact Nathalie/Amanda on 01244 694649.

GETTING INVOLVED

Very often, getting the most out of your Union membership means getting more involved.

Later this year we are going to train more of you to become fully fledged Union Reps who will be equipped to directly help those members in the workplace who encounter problems at work – we are also looking to these Reps to help us recruit more members and give us an even better insight into what our members want from their Union.

Being a Rep is very rewarding and HBOS now recognise the value Reps add to the business and so have no problem in allowing Reps time to do their duties in work time, and give credit for this when it comes to performance assessment and development opportunities.

If you are interested in learning more about becoming a Rep contact Gwyn Bates by email at gwyn.bates@amicustheunion.org or telephone 029 20 224483 or fax 029 20 382209.