



INTERMEDIARY MORTGAGES JOB LOSSES

Unite has been in consultation with the company over recent weeks leading up to the announcement regarding

- **the closure of the TMB mortgage brand to new business**
- **the "right sizing" of the IF mortgage brand**
- **closure of the Cardiff mortgage processing centre**
- **IT, Products and Marketing changes linked to these decisions.**

We very much regret the number of job losses this has resulted in and have concentrated our efforts in ensuring the company are doing all they can to

- identify reasonable and attractive redeployment opportunities for colleagues who wish to remain with HBOS
- ensure any selection processes which become necessary are fair and unbiased
- make sure colleagues affected are treated with dignity and respect.

It is pleasing to note there are good opportunities for redeployment for well over half those affected and the Job security Agreement terms negotiated with the unions will hopefully prove attractive to those who would rather volunteer to leave the business. We will do everything we can to make sure the company avoid the possibility of compulsory redundancy.

We stand ready to assist our members through all the processes over the coming weeks. In particular we will do everything possible to assist members who want to remain with HBOS to secure a suitable role.

Members can e mail questions/concerns to hbos.support@unitetheunion.com or telephone our union reps offices on 01244 694649 (England and Wales) or 0141 308 7844 (Scotland).

Any non union members are encouraged to join in order to secure our assistance. Use the numbers above to request a form or join on line at www.amicustheunion.org and click on "join Now". Ensure you enter HBOS in the first line of the workplace address box to ensure HBOS special reduced rates apply. Please note priority for our services will of course be given to our long standing members.

WORKING FOR YOU IN HBOS
Gwyn Bates National Secretary, Unite the Union