



WORKPLACE REPS SCHEME

Following the very welcoming endorsement from James Crosby, HBOS chief executive, to Union engagement in which he states *"...I do believe that it is in the interests of all colleagues to consider joining one of our unions and we are committed to maintaining and developing strong relationships with those unions"*, the Company has now agreed to operate a Workplace Representative pilot scheme in Retail West of Scotland.

Constituencies have been set up with the Bank which will generally cover one or two worksites within the same area.

This will ensure that our new reps will not be overly extended in their role.

AMICUS has been vigorously campaigning for a Workplace Reps System along the same lines as our sister Union ACCORD for many years. Amicus and our members have welcomed the commitment by the Company to address this problem.

This initiative is very much welcomed and the timetable is as follows:

Call for Rep nominations	-	30 April
Union visits	-	May
Reps in Place	-	2 June
Reps Training commences	-	Late June

The union visits are to outline and promote the role of the workplace reps and to answer any queries you may have.

THE REP'S ROLE WILL INCLUDE:

- Representing all members within your constituency
- Liaising with Management at a local level on local issues
- Providing feedback to the Union and to members
- Recruiting and heightening the Union profile

This is an exciting opportunity for all members and is fully supported by HBOS. Paid leave of absence will be given to allow reps to attend training.

AMICUS anticipates that the Workplace Rep Scheme will be extended to the whole of HBOS. If you are interested in becoming a rep or wish to discuss this further, please contact your seconded rep or alternatively email us at the e-mail address below.

John Nolan, National Secretary

If you require any further information, please contact Bill Blenman on 0141 332 8673 or Nathalie Carr on 01244 895032. Alternatively you can e mail us on unifisupport.hbos@unifi.org.uk