



AMICUS THE UNION FOR YOU

HBOS NEWSLETTER – AMICUS UPDATE 1 - 2007

2007 Pay Settled

During the latter part of 2006, Amicus agreed the 2007 pay deal. Colleagues will be aware that the overall agreement was:

- a pay pot of 3.5%
- the introduction of Group-wide common pay ranges
- realignment of the pay framework throughout the divisions with a commitment to salary progression for colleagues below market rate for their role.

Amicus will work with the company to realise this agreement but appreciate it will take time to embed into divisional and business units.

In addition, Retail has agreed to:

- invest £8 million additional funding for levels 1&2 colleagues
- introduce a transparent pay matrix which compliments the **CLEAR** performance management framework for levels 1 and 2

This agreement will mean that an overall pay pot of 5% for L1 and L2 colleagues and to ensure that pay decisions are open, honest and transparent.

The introduction of a pay matrix will ensure that colleagues are objectively rewarded on their performance. This will allow colleagues and managers to understand the impact that the **CLEAR** performance management score will have and take away the perception of fair/unfair awards and practices of discretionary awards.

COLLEAGUES now need to ensure that they are satisfied that the CLEAR appraisal is accurate as your pay rise will depend on it. If you are not satisfied with your appraisal, contact your local rep or your seconded rep – details overleaf.

Separate talks are ongoing on Retail IT pay and the harmonisation of Retail Contact Centre and Collections staff on to the new level 1 and 2 pay framework.

AMICUS MERGER

Members will have received their ballot papers on the proposed merger between Amicus and the T&G. The proposed merger between Amicus and the T & G has been given the green light by both Executives and a ballot of all members will run until 7th March. Campaigns for a YES vote have already started.

Amicus are strongly campaigning for a YES vote – exercise your voting right VOTE YES. Members who have not received their ballot paper call 08458504242.

LEX

Amicus welcomes the Lex decision to recognise the union throughout its business. Colleagues may know that Lex came into the wider HBOS in the summer of last year. Consultation is ongoing on 3 major issues:

- Terms and conditions for Lex colleagues
- Integrating Lex business with Corporate Vehicle Finance business
- Property

Colleagues will be kept up to date with progress.

WORK YOUR PROPER HOURS DAY – 23 FEBRUARY 2007

This day has been chosen as the trade union movement contests that most workers, on average, work from the beginning of the year until then free for their employer because of unclaimed overtime. Amicus is delighted that HBOS supports this campaign – check Groupnet, which reminds colleagues that work/life balance is a right. If you are concerned about any extra hours you undertake, check the TUC Work Your Proper Hours day website at www.workyourproperhoursday.com. On this you can calculate the value of your unpaid overtime by using the TUC overtime calculator.

AMICUS YOUR UNION IN HBOS GROUP

Gwyn Bates & Wendy Dunsmore, National Secretaries

February 2007



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PLATFORM FOR GROWTH

Following Andy Hornby's announcement to the City to cut costs of £300m, under the overall project name "Platform for Growth". Amicus has been in talks on how this will be achieved. Initial consultation has taken place on a major HR restructure and a Procurement budget reduction. Amicus is encouraged that the Company is making every effort to reduce costs by setting up different operating functions but realise that for some, this may result in their role being considerably altered or in fact may disappear.

Amicus has secured:

- a commitment to endeavour to avoid compulsory redundancies
- to build on the already robust redeployment procedures
- to work with displaced colleagues and the union to secure suitable alternative role

Each sub project and plan under the Platform for Growth is subject to consultation with Amicus. Meetings are due to take place monthly throughout 2007. The object of the Platform for Growth strategy is not to cut staff numbers but to create efficiencies across the HBOS Group and maximise Business growth. However, re-organisations will inevitably lead to displacements in some areas.

A number of projects have already been announced that will lead to colleagues being displaced, these include:

- Closure of the Retail Customer Relations Centre in Warrington.
- Winding down of the "Worksite" Service in Retail Regions.
- Retail Mortgage Operations conveyancing work in Leeds to cease.

More will no doubt follow and Amicus has emphasised the need for all Divisions to work together to ensure as much "joined up" work as possible takes place to ensure every opportunity for redeployment is explored right across HBOS. Voluntary redundancy remains on offer with enhanced terms for those who cannot be placed. Amicus will closely monitor all of these initiatives and stands ready to help any members directly affected by these plans.

BIRMINGHAM MIDSHIRES ROUND-UP

Amicus holds regular consultation meetings with BM on issues directly affecting the operation based at Pendeford in Wolverhampton.

Workplace Reps. there were recently briefed about plans to harmonise Collections and Recoveries staff pay with the rest of Retail.

The opportunity was also taken recently to raise concerns over:

- Changes to the Specialist Financial Consultants Bonus Scheme.
- Work pressures faced by Savings and Investments Call Centre staff following massive call volumes experienced following best buy rates being publicised.

DIVERSITY – EQUAL PAY AND FLEXIBLE WORKING

Following the completion of the Equal Pay Audit, Amicus is working through the detail of the findings so that we can explore with the divisions, any areas of concern that need addressing.

HBOS has signed up to the Amicus Equal Pay Charter which ensures that regular Equal Pay Audits will take place and that full engagement will take place.

We hope you have found this update useful if so pass it on to any colleagues who may not be Union members and encourage them to join. Whilst much of Amicus' work is focussed on consultation and negotiation with HBOS on issues that collectively impact colleagues, much of our work is focussed on individuals who may encounter problems at work. Every week we deal with numerous calls from members ranging from those who need a simple question answering to those who need our individual representation at Grievance or Disciplinary meetings or who want advice about sickness absence or displacement from their current role. Only too often do we get calls from non-members who never thought they'd need our services.....and then it's too late.

For information about joining Amicus or for help and advice if you are a member then contact:

Colin Percy 0141 308 7844 ColinPercy@Halifax.co.uk

Nathalie Carr 01244 694656 Nathalie_Carr@bankofscotland.co.uk

(Birmingham Midshires members check BM Net for a list of local representatives)

