

BONUS TALK

The UNITE newsletter for HFC Branch & POD staff

MOVING THE GOALPOSTS

If corporate prizes for messing about with BIP arrangements were available, HFC bosses would be hopeful of an award!

Branch staff are honest, hard working folk who come to work to earn their bonus.

It's no secret that basic pay is poor. But the opportunity to earn decent bonus has long been the attractive element of the role.

Staff are frustrated that BIP arrangements keep getting changed. The most recent

change has been popular, and staff would like assurances that the BIP will stay as it is and not be capped.

How are staff expected to plan for the future when HFC keep arbitrarily changing terms and conditions of employment?

Worried about getting messed about? If so, there's good news for you. The

Union has now spread outwards from the main HFC offices, and is now growing within the branch network.

Once we get the Union recognised in the Branches, it will be illegal for bosses to change BIP and other terms without first seeking agreement from your Union Reps.

TAKE THE CHOICE:

Stay as you are, and think of an image that best describes your roller-coaster ride of a job. A dice might be a good example.



OR

Join Unite and get your Union recognised. Picture a future image of handshakes, as a new world of work emerges that involves YOUR opinion being heard and YOUR concerns being addressed.



Rick Coyle

Unite - Amicus Section tel. 0121 569 8900

Branch turnover

The high turnover of branch staff is indicative of an unhappy ship where staff resign because they don't believe their issues can be resolved.

Unite believes that Union recognition will be good for the business.

This is because we have a proven track record of helping individuals resolve problems. More generally, we lessen the great gap that is the unequal relationship between little employee and big employer.

We believe Union Recognition would reduce staff turnover.

People join us for many different reasons. Some are loyal company people who recognise that an independent voice for staff would be a positive step.

Others value their job, and want to make themselves more difficult to sack. After all, individuals at all grades are priced out of funding their own legal case against the HSBC Group.

Then there are staff who are good at their job and like it, but are frustrated by the organisation around them and want to change it. There's no alternative to a Union to do this.

Then there are those who have self-respect - people who want to have the dignity of being represented rather than told.

Join Unite today for a brighter HFC tomorrow.



"BUSINESS NEEDS"

Be honest - how many times have you been fobbed of with that expression? HFC bosses seem to delight in using it.

What it really means is "We can do what we like, we don't need to explain ourselves to you, and if you don't like it, you know where the door is."

Unite are seeking to change the culture within the branch network. We want staff to feel comfortable being "off - message". We want staff to be able to make constructive remarks about management - without being accused of being "negative".

"Old-Boys Network"

Do YOU think HFC operates a "does your face fit" culture ?

Do YOU think this effects the way "Performance Management" is operated ?

In confidence, we would like to hear from you.

JOIN UNITE - YOUR FRIEND AT WORK

Join on line www.unitetheunion.org.uk

or call 0800 587 1222