

AMICUS – YOUR RIGHTS AS A MANAGER

I'm a manager - does this mean I'm not allowed to join the Union?

Everybody in the UK has a legal right to join a union – and that includes you!

Union membership is entirely confidential – Amicus will not disclose the name of any member to the Bank without the express permission of that individual. And, because your subscriptions are paid by direct debit rather than through the payroll, nobody need know about your union membership if this is something you would rather keep private.

All Amicus members, regardless of grade, have the right to contact our Seconded Reps on 020 7253 9642 if they need advice or help at work. We don't discriminate and we don't treat managers differently from our clerical members. Managers also have the same right as clerical members to be represented by the Union at formal grievance or disciplinary hearings, and a substantial proportion of our current casework relates to our manager members. See overleaf for a feature by Claire Parker, one of our Seconded Reps' team, regarding current managerial issues.

Managers can also take full advantage of the membership benefits detailed overleaf, and you can contact our 24-hour non-employment helpline on 0870 240 4545 if you need advice with legal issues which are non work-related.

And because Amicus has five seats on the National Council of Managers we also have a say on collective issues such as pay and benefits, terms and conditions and your working environment.

Don't miss out – have your say. Join today!

We still have vacancies for AMC reps in the following areas: Scotland & Northern Ireland, Wales, and the West Midlands – if you are based in one of these regions and you'd be interested in joining the AMC, please contact me via e-mail at bernadette.fisher@amicustheunion.org

MANAGEMENT REPRESENTATION AT HSBC

What is the Amicus Managers' Committee (AMC)?

The Amicus Managers' Committee (AMC) is a union committee which meets four times a year to discuss issues which directly affect HSBC managers such as:

- pay and bonuses
- job losses and offshoring
- targets and objectives
- working hours and work-life balance.

The AMC works closely with the National Council of Managers to help formulate proposals to put to the Bank on issues affecting all aspects of managers' working lives. The AMC also has 5 designated union seats on the National Council of Managers - the body which consults directly with HSBC management on managerial issues. The AMC currently has 8 members, who can all be contacted via Lotus Notes or telephone – contact numbers are as follows:

NORTH EAST

Tony Chapman 08455 837525

YORKSHIRE & HUMBER

Jan Bramah 0114 252 0544

EAST MIDLANDS

Debbie Spencer-Moulding 07767 006301

EASTERN

Denise Kemp 01702 363357

LONDON

Brian Statham 020 7992 1311

SOUTH EAST

Nick Sherman 0117 527 660

SOUTH WEST

Neil Beckett 08455 838119

NORTH WEST

Kathryn Young 08455 839527

THE BENEFITS OF BELONGING TO AMICUS



Amicus as it exists today has evolved over more than 150 years. We have represented countless union members. Whilst being proud of our tradition we have also evolved to become a modern progressive and professional trade union. It is proven fact that well organised, unionised companies have better terms and conditions than non-union companies.

Remember:

YOU HAVE A LEGAL RIGHT TO JOIN A TRADE UNION

MEMBERSHIP IS TOTALLY CONFIDENTIAL. The company will not know if you were to join Amicus.

There is LEGAL PROTECTION to make sure that you are not penalised for joining Amicus.

LEGAL BENEFITS The union not only gives you legal protection in the workplace but also supports members and their families outside of work.

FREE LEGAL PROTECTION If Amicus takes up your employment claim we do so for free whether you win or not – if you win your case, you keep 100 per cent of your claim winnings.

24-HOUR LEGAL LINE This gives free initial advice on all non-work related areas, including: family law, motoring, landlord and tenant disputes, property problems, consumer credit issues, wills, neighbour disputes, license, welfare, holiday, company law and partnerships.

Plus
Free Will-making
service

MEMBER BENEFITS

There are many more benefits of membership which you can take advantage of:

- Amicus mortgage desk
- Amicus credit card
- Independent financial advice
- PayPlan
- Personal taxation services
- Annuity desk
- Motor and home insurance
- Amicus drive
- Vehicle breakdown cover
- Amicus shield
- WellWoman insurance
- Vision Express
- Travel insurance
- Amicus personal accident plan
- Amicus illness cash plan
- Union Energy electricity and gas
- Health care cash plan
- Holiday club
- Airport parking
- Funeralcare

The above offers will help you to offset the cost of your union membership.

YOUR QUESTIONS ANSWERED....

Amicus has a separate Seconded Reps team for each of the major high-street banks – so your advisor will be somebody with a good understanding of UK employment rights, and an expert on HSBC policies and procedures.

The Amicus HSBC Seconded Reps (Paul Aburn, Chris Lewis, and Claire Parker) are the first port of call for managers in HSBC who have queries on any employment issue.

Here, Claire tells us a bit about her role and the current “hot topics” amongst our managerial members:

“I worked for nearly 12 years in HSBC Insurance and HSBC Bank plc before becoming a Seconded Rep in January 2006, covering Western, Wales, N Ireland and W Midlands. I’ve been amazed at the high proportion of casework which relates to managers.”

Some of the main concerns at the moment include:

FPMs

- Can I be disciplined for not hitting my targets, even if my client base has changed?
- What should I do if I feel I’m falling behind with my paperwork?

Commercial Managers

- If I don’t hit my quarterly target, will I still qualify for a bonus?

Premier Managers

- Why do I have to arrange a designated number of appointments each week as well as reaching my sales target?

Branch Managers

- What can I do to get the headcount at my branch increased?

Head Office / Centre Managers

- What support can I access to help me manage my team?

Management objectives / employee engagement

- My objectives state that I should “increase employee engagement by 20%”. What can I do if I feel outside pressures (eg business change or job losses) are affecting my employee engagement scores?
- If I don’t manage to hit my objectives, can I be “downgraded”, and will my salary be reduced?

GET IN TOUCH...

What’s your story? Are you concerned about any of the recent changes which the Bank has introduced, whether it’s just in your area, or across-the-board?

Help us to help you by getting in touch. The Seconded Reps can be contacted on 020 7253 9642 Monday to Friday, 9am to 5pm.

Don’t forget to give us your personal e-mail address so that we can make sure you get your copy of our Finance Sector e-bulletin – just log on to the My Amicus section of the Amicus website (www.amicustheunion.org) to update your records.

We also need to know if you’ve been promoted from a clerical to managerial grade to ensure that you receive our managers’ updates – again, you can amend your records via My Amicus on the website.



