



AMICUS THE UNION FOR YOU IN HSBC

UNPAID OVERTIME REVISITED

In August 2006 we published the results of our survey of additional hours worked by Amicus members in the bank (@work "Getting your life in balance"). The results were stark and showed an average of 5.26 hours being worked weekly- 3.62 by clerical and 10.59 by managerial respondents. The vast majority of the responses were from members in the branches. You also reported in the survey and through direct feedback to the union that you were unhappy at the fact that you were expected to work unpaid overtime at the beginning and end of the day or at lunchtime.

Our advice then and now

Our advice then and now to members in the staff grades is not to work unpaid overtime. Don't be taken for granted or allow your good-will to be exploited.

Overtime bans

Over the last few months we have had reports of overtime bans throughout the branch network, particularly around the year end.

We put this to the bank via our national consultations on the branch network and a clear message came back that no such ban existed. Managers had been asked to minimise use of overtime now that it was expected that staffing levels were sufficiently high following recent recruitment and the settling in of the Retail Working Hours rostering system and tool.

An end to unpaid overtime

The bank shared our intention to bring an end to unpaid overtime working by clerical staff in the branches. They confirmed that authorised overtime or additional hours working should always be paid in accordance with the procedure in the HR manual, and repeated on the back page of our newsletter from August 2006. Any refusal to pay for authorised overtime which is or was required of you, whatever the reason given, constitutes a breach of the bank's side of your contract of employment. Members must ensure that their overtime is properly authorised in advance: if it is not, they should not work it.

The future

If any member feels that they have been denied payment for authorised overtime they have worked then they should put their claim in writing to their manager stating why they had to work the overtime, the hours they have worked and what they believe they are owed. Call our helpline on 020 7253 9642 if you need further advice.

Managers

We have repeated our work life balance survey for manager members on the back page of the recent newsletter "Amicus - your rights as a manager". Don't forget to complete it and return it to the seconded representatives' office through the internal post or to HSBC section, Amicus the union, 33-37 Moreland St, London, EC1V 8HA.

Both the managers' newsletter and the August 2006 @work "Getting your life in balance" can be found on our website at www.amicustheunion.org (go to sectors>finance and business services>Amicus in your organisation>Amicus at HSBC>Amicus newsletters).

Not a member?

Join on line at www.amicustheunion.org

