



AMICUS THE UNION FOR YOU IN HSBC BANK

PAY 2007 FOR CLERICAL STAFF IN HSBC

As you are aware, we are in the 2nd Year of a 3 Year Pay Deal that was agreed in 2005.

We exercised a clause in the deal that triggers a reopening of negotiations if the Labour Market and inflationary pressures materially exceed expectations in 2007 or 2008, the total pay spend would be reviewed.

At the time of exercising our right to re-open talk's inflation was sitting at 3.9% and projected to rise over 4%. This was way above the 2.5% accepted at the time the 3 Year deal was put in place. We finally met with the Bank last month and had protracted and somewhat difficult negotiations with the Bank.

Pay talks took place this year against a background of staff coping with understaffing, stretching targets and ongoing restructuring programme and continuing globalisation of jobs. The end of year financial result for the UK in HSBC will demonstrate that the hard work of all Staff is paying off, with the Bank showing a massive increase in profits. We would expect the bank to reflect this by rewarding its staff accordingly

Amicus made very strong representations to the Bank over the necessity to increase the pay pot, we also submitted a claim to remove Band A as it was sitting just above the National Minimum Wage.

The Bank also stated that any movement in the market was having no overall impact on their ability to recruit and retain staff on their current salary rate. We also requested that the Bank look at changing some of the Bands. As the market data we had available was telling us that there was a significant movement in the Market they agreed to look at this.

A final offer was made of:

- 3% Pay Pot
- 5% Increase to Band A minimum notional and maximum
- Band B & C Rate will increase by 1%

In addition to this 29 locations will move from Band A to Band B and 6 locations will move from Bank B to Band C.

Clerical pay award matrix 2007 excluding CTS

Salary as a percentage of notional						
Rating	<90%	90 - 94.99%	95 - 99.99%	100 - 104.99%	105 -109.99%	110% - max
	Increase to salary					
1	10 - 14%	7 - 11%	5.5 - 8.5%	4.5 - 5.5%	2.5 - 3.5%	2.0%
2	8 - 11%	5 - 9%	3.5 - 6.5%	3.5 - 4.5%	2 - 3%	1.5%
3	6 - 8%	3.25 - 6.25%	2 - 5%	2.25 - 3.25%	1 - 2%	1.0%

Clerical CTS pay award matrix 2007

Salary as a percentage of notional						
Rating	<90%	90 - 94.99%	95 - 99.99%	100 - 104.99%	105 -109.99%	110% - max
	Increase to salary					
1	7 - 11%	5.75 - 8.75%	3.5 - 6.5%	2 - 3%	1.5 - 2.5%	1.5%
2	5 - 9%	3.5 - 6.5%	2.5 - 5.5%	1.5 - 2.5%	1.25 - 2.25%	1.25%
3	3 - 7%	2.5 - 5.5%	1.5 - 4.5%	1.25 - 2.25%	1 - 2%	1.0%

The offer was taken back to the Amicus HSBC National Committee where a full and open discussion took place.

The Offer was reluctantly accepted as the best deal that could be achieved through negotiation.

If you have any questions on the pay deal, then please speak to your local rep or contact the HSBC Helpline on 0207 253 9642.

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