

GROUP HR REVIEW

Unite have been briefed on the Bank's plans to review its HR functions across the Group as part of a 3 phase program of change during 2008.

The rationale of the review is to:

1. strive to become a world class HR provider
2. be commercially focussed

One of the drivers behind this review is to ensure greater line management accountability for people management activities such as resourcing, absence management and employee engagement.

Significant reduction in staff

There is little doubt that part of the rationale behind this review is to reduce operating costs – and some of this cost saving will be achieved by reducing staff numbers – the Bank tell us this could be by up to 280 – one third of the total of Group HR.

Phase 1 of this announcement will affect 46 Band 1 and 2 staff – although some staff will be ring fenced if they meet some or all of the criteria below:

1. no fundamental change in the role (grade – reporting line – location);
2. skill set – experience limited to current individuals;
3. good performance;
4. individuals recently recruited (last six months).

These same ring-fencing criteria will be used throughout the project. The Bank has informed us that some redundancies may

result from this first phase as a result of possibly being able to meet some preferences for severance but also a possibility that the right candidates may not be able to be found from the internal pool. Unite have challenged this assertion as we believe it is reasonable for an employer to commit to re-training and development of staff as an integral part of their employability.

Staff will be asked to submit data to allow a desktop evaluation to be undertaken against their experience and performance management data. In addition staff in bands 1 and 2 will be asked to complete psychometric testing assessment. Staff will be given an opportunity to state three preferences on their new role, including the option to be considered for voluntary redundancy. However management have stressed that there is no guarantee that voluntary redundancy will be given – although they have committed to trying hard to match preferences where possible.

Suitable alternative employment

All staff have the right to challenge the suitability of alternative roles or being made redundant under the job security agreement between Unite and the Bank. Members are advised to ring Unite's helpline (08081 44 95 95) where their call will be treated in the strictest of confidence. In addition staff should also be aware of the protection of pay and allowances agreement when a potential lower graded job could be offered.

The Bank have confirmed that this is phase 1 of three phases that will be introduced over the next 4 – 6 months. Phase 2, which will involve greater numbers of staff, is expected to begin late February/early March. Unite will update its members as each phase is introduced. Any member requiring advice and representation should contact our helpline immediately.

Unite with over 2 million members and huge financial resources at its disposal are the only union in Lloyds TSB that could provide you with not only an independent external service, but if necessary fully trained solicitors who specialise in employment law matters should you this be needed. There has never been a more important time to join Unite.

Not a Member?

Being part of a TUC affiliated independent trade union that has over two million members allows us the opportunity to offer you an unbeatable discounted rate on your membership. Membership subscriptions are £5.77 per month for full-time staff and £3.17 for part-time staff. In addition you will receive the first three months of your membership completely free. To join visit our website on www.unitetheunion.com.

E-Mail Updates

If you would like to get Unite updates via e-mail, please contact us on LTSB@unitetheunion.com.