

To all branch staff



LLOYDS TSB ANNOUNCES PLANS TO OPEN ADDITIONAL STORES ON A SATURDAY

Lloyds TSB has announced plans to open additional stores on a Saturday. Unite has been consulted on the Bank's proposals over recent months and as part of those discussions, which are ongoing, the Bank has explained the Business rationale including the benefits both in terms of improved service to customers and increased opportunity for staff.

Unite supports Lloyds TSB in wanting to maximise its opportunities by opening more branches on a Saturday. However, we firmly believe that this should be done by purely voluntary means.

Our concerns

In order to maximise the opportunities available on a Saturday, some key staff are essential to this success. Unite is concerned that undue pressure will be put on Managers, Mortgage Specialists and non-regulated and regulated Salesforce to work on a Saturday.

Unite knows from research undertaken a couple of years ago that these populations of staff already work high levels of unpaid overtime and that possibly working on a Saturday will worsen further their work life balance.

Is there to be any incentive to work on a Saturday

The Bank indicated that it is willing to discuss with Unite some form of incentive arrangement making volunteering to work on a Saturday more attractive. Our members will be notified of the outcome of these talks.

Do I have to work on a Saturday?

This will depend on which type of contract of employment you have.

- Flexible Contract (type 1) – If you have been employed on a flexible contract and your hours have been reviewed on a regular basis or your contract has been flexed then you can be asked to work on a Saturday as part of your regular hours.

- Flexible Contract (type 2) – If you have been employed on a flexible contract and your hours have not been reviewed in the last 6 months and your contract has not been flexed then you can only be asked to Volunteer to change your hours or work on a Saturday.
- Fixed Contract, either full time or part time – This group of staff can only be asked to Volunteer to change their hours or work on a Saturday.

If I do not volunteer to work on a Saturday, can I be moved to a different store?

In order for Lloyds TSB to get the right mix of staff who can work a Saturday operating in Saturday opening branches then inevitably there will be a need to move staff around a Group. The Bank however, has to be mindful of the mobility policy contained in the Staff Manual PPP 1.16 and should take account of individual circumstances. If you are being asked to move to a different store and this will cause you a problem then please ring our helpline on 08081 449 595 for advice.

Do I have to give a reason why I cannot or do not want to work on a Saturday?

If you are on a fixed contract or a flexible contract (type 2 as described above), you do not have to give a reason unless you choose

to do so. You are not contracted to work on a Saturday and do not have to explain why you cannot work outside your contract or why you do not wish to change your contract.

Members are asked to report any intimidation

Unite is urging the Bank to ensure that its Saturday opening programme is achieved by purely Voluntary methods. Unite doesn't wish to see or hear of any of its members being intimidated, bullied, harassed or dragooned into working on a Saturday. Members are asked to speak to or report any such incidences to the Unite helpline on 08081 449 595.

Not yet a member?

Being part of a TUC affiliated independent trade union with 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.

John Bancroft - National Secretary