

PAY 2008 - AGREEMENT REACHED

Following a number of negotiation meetings between Unite & AFD Management, agreement has been reached on Pay 2008, subject to the agreement on pay distribution. The key elements of the pay deal are:-

- 10 Month Pay Deal, which increases the relative value of pay rises
- An overall spend of 2.92% (equivalent to a 3.5% spend if based upon a 12 month period)
- Increase in all Career Matrix Market Indicators of at least 50% of Market Movement (Market Movement for the 10 month pay deal equals 2.5%)
- Cash Awards available to staff paid above 110% in the Flexible areas where performance warrants and for staff paid above the Market Indicator (100%) in the Career Matrix areas, again dependent on performance

10 MONTH PAY DEAL

Agreement has been reached on a 10 month pay deal, which will result in the pay settlement date for Pay 2009 being the 1st April as opposed to the 1st June. This has the impact of increasing the relative value of any pay increase by a sixth, as there is the opportunity for a further pay increase in April 2009. The change of pay settlement date also aligns AFD with the rest of the group for pay purposes.

PAY SPEND

The overall pay spend based on a 10 month period of 2.92% is made up of Market Movement of 2.5%, with a further 0.42% made available for progressing staff towards at least 90% of the Market Indicator, addressing "hot-spots" and for cash awards for staff as detailed in the box. Based against a twelve month equivalent, the overall spend on pay is identical with that spent on Pay 2007 of 3.5%. Staff paid at the Market Indicator within the Career Matrix areas will receive the increase in their Market Indicator regardless of performance and of any absence, performance or conduct warnings. Cash awards are available for those staff within the Career Matrix areas paid above the Market Indicator as detailed in the box.

NEGOTIATIONS

For the third year running, negotiations with AFD have proved challenging given the reduced profitability of the division, however whilst the company pointed out that on-going difficult trading conditions have limited the amount of pay spend available, the union argued that the substantial cost savings achieved through Project Birch should enable the company to spend monies commensurate with at least Pay 2007. Given the on-going position of AFD and pay settlements across the finance sector running broadly between 3.7% and 4%, your Unite negotiating team was of the opinion that holding the overall spend up at the 2007 level represented the best deal available for

members, in light of AFD's financial performance. Unite will meet with the company again on the 8th May to discuss Pay distribution.

BALANCED SCORECARD (BSC) RATINGS

Members would have seen previous newsletters from Unite which detailed the AFD position that the company is currently deemed to be an underperforming organisation and as such a greater proportion of staff would be "awarded" a BSC rating of Partial or Not Met. The union have consistently argued that just because the company is underperforming, this does not necessarily mean that the employees within the company are. As your BSC Rating is one of the key factors in determining your pay rise, if you are unhappy with your BSC Rating, you should in the first instance raise this with your line manager, however if you are still unhappy you should contact the Unite LTSB Helpline on 08081 449595 or one of your Unite AFD Reps.

Feedback

If any members have any feedback, questions or queries regarding the Pay 2008 deal, you can contact one of your Unite AFD Reps or the union via e-mail on Stuart.Davies@unitetheunion.com.

Not a Member?

Join Unite – Amicus Section today for the unbeatable amount of £5.77 per month for full time staff or £3.17 for part time staff, in addition you will receive the first three months membership completely free. Contact the helpline for further details or one the Unite AFD Reps.

Unite AFD Reps

Greig.Brown@ltsbasset.co.uk 0131 311 2775

Moy.Roberts@blackhorse.co.uk 0776 872 4131