



NEW DISCIPLINARY POLICY – BE AWARE

As part of the Bank's HR review and its intention to give line managers greater accountability, the Bank is introducing a new informal stage in its disciplinary procedure. This will allow line managers to give informal oral warnings without union representation. This is an informal procedure and does not affect your right to full union representation at the formal stages.

WHY UNITE OPPOSES THESE CHANGES

Unite opposes these changes because whilst we recognise that no disciplinary sanctions can be given during the informal meeting, a file note and minutes of the meetings will be produced assessing agreed timescales for improvement in relation to the case against a member of staff. There is little doubt that members may commit themselves to unrealistic timescales with their line manager. Therefore management could use the minutes as a justification for moving on to the formal procedure should there be no improvement in the issue that was raised.

HOW CAN THE BANK GET AWAY WITH THIS? DOES IT NOT HAVE TO COLLECTIVELY AGREE THIS WITH THE UNION?

A very good question. Unite took these proposals all the way to ACAS and sought legal advice on the Bank's new arrangements. However, the in-house staff association LTU have agreed this with the Bank and therefore the Bank is implementing this procedure due to its collective agreement with the LTU. Unite believes that this is another attempt by the staff association to cosy up to the employer at every attempt and as a consequence has put at risk not only staff's remuneration but their possible employment. This may be because they do not have the resources to help staff in times of need.

WHAT CAN STAFF DO?

Unite believes that if you are called to an informal hearing you should be given adequate notice to prepare for the meeting and ask what the nature of the meeting is about. In addition, it is important that you do not commit yourself to unrealistic demands. Do not sign any file notes/minute of hearings unless it is an accurate record of what has been discussed and agreed.

Unite has informed the employer that it will consider giving members legal advice on this issue should members be dismissed and informal hearings form part of the dismissal. Indeed, in the case of London Underground v Ferenc-Batchelor the Court held that, "even a superficially informal oral warning to an employee, would count as a disciplinary hearing at which the employee is entitled to be accompanied by a companion if it would go on the employee's disciplinary record and could be taken into account in subsequent proceedings".

WHAT SHOULD I DO IF I AM CALLED INTO FORMAL HEARING

If you are a member then call the Unite helpline on 08081 44 95 95 where advice will be given. If you have read this newsletter and are an LTU member you might want to ask them why they have compromised your rights on this matter.

STOP PRESS

Yet again Unite's influence at Government level has been significant. Unite has been campaigning for a number of years to get better rights for agency workers. Joint General Secretary Tony Woodley says "this is a landmark deal for 1.4 million agency workers currently working in the UK. The Government has listened, acted and paved the way to equal treatment in the workplace. It is now much harder for employers to treat agency workers as dispensable labour, hired and fired at will. Unite will now be concentrating its efforts on organising agency workers across the country to ensure that exploitation is stamped out".

Meanwhile the non-affiliated staff association has to continue to agree with Lloyds TSB on almost every issue as it relies solely on its income for its survival. We urge staff not to be fooled by the LTU's propaganda and join the only union that can improve staff's working conditions.

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.

Working for you in LloydsTSB

John Bancroft, National Secretary

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