

## YOUR LIFESTYLE – UPDATE

### FOR PHONEBANK ADVISORS AND TEAM LEADERS:

**Unite's team of representatives has been visiting sites in Direct Banking where staff will be asked to preference shifts as part of the implementation of Your Lifestyle. We have met and spoken to hundreds of members to hear first hand their opinions and experiences of Your Lifestyle.**

We are pleased that it seems a majority of staff will benefit from Your Lifestyle and the recent inclusion of additional work patterns many increase this number. However, a significant number of members have approached Unite, as the Your Lifestyle options do not allow them to remain on their existing pattern or provide a suitable working pattern for them to select.

Our conversations have shown that personal circumstances and commitments outside of the workplace are, for the majority of members the reasons they are unable to preference.

We are particularly concerned that in some cases members who have met with management to explain their personal circumstances have found these conversations unhelpful and have left these meetings more anxious regarding their future. We have escalated our members' concerns in our ongoing negotiations.

#### WHAT IS UNITE'S ADVICE?

Unite reiterates our advice given previously to members. Members should only preference if there is a suitable option for them. If there is not a suitable pattern, members should not preference. Members should also ensure that any additional Your Lifestyle selections made due to system restrictions are highlighted to their HR Business Partner so these selections are removed.

Unite has been informed by Direct Channels of their intention to commence

meetings this week with members who are unable to preference from the Your Lifestyle choices. Unite has told the Bank that these meetings are premature as preferencing only commenced on 21 April. Members have the right to union representation at these meetings. If approached for such a meeting before you are ready to submit your preferences we recommend you decline such a meeting. Please contact us immediately if you require representation.

We are aware that LTU have issued bulletins which appear to be encouraging staff to object to the Bank's proposed changes and take up legal challenges. Unite will of course provide our members with any legal support (free of charge) that becomes necessary if the bank ever try to impose a change which is unsuitable to any individual. It appears to us however that encouraging staff to make legal challenges at this early stage is somewhat irresponsible and may lead many staff to believe they have a legitimate legal challenge when that may not be the case. Unite is therefore concentrating our efforts in supporting our members through the implementation of Your Lifestyle ensuring our members are able to agree a working pattern that meets their personal circumstances. This will be different depending on each individual case and it is vital that members who are unable to select a working pattern from the Your Lifestyle choices have the professional advice and support from Unite for these meetings. Members must be given sufficient notice of these meetings to arrange for a Unite representative to attend.

**All Unite members are entitled to representation at these meetings and members should avail themselves of this right. Our representatives have received training in employment legislation and will advise members according to their circumstances. Unite is committed to ensuring our members are able to continue their careers with Direct Channels on a working pattern suitable for them. We continue to press our position that certain members have the legal right to remain on their existing work pattern and we will strongly support anyone in this position who finds it difficult or impossible to change.**

#### HOW CAN I CONTACT UNITE FOR SUPPORT AND ADVICE?

Members can contact Unite for support directly either during our visits to Direct Channel sites, through our members helpline (0808 144 9595) or via email [willie.thomson@unitetheunion.com](mailto:willie.thomson@unitetheunion.com). It is important that members contact Unite at the earliest opportunity, as your feedback and experiences are important in the ongoing negotiations.

#### NOT YET A MEMBER?

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.org.uk](http://www.unitetheunion.org.uk) or call the Unite Lloydstsb helpline on 0808 144 9595