

## UNITE - INTEGRATION UPDATE

Unite has been receiving substantial contact from members regarding the takeover, integration plans and indeed rumours, and how this is impacting on the morale throughout Lloyds Banking Group. Morale of members and colleagues is at an all time low. There is much criticism that the speed at which the Company appointed senior managers encouraged uncertainty and insecurity for the majority but since then there has been a void of communication.

Unite raised this at all levels, at our regular meetings with LBG Group Employee Relations; at our regular meetings with LBG Group HR and at our recent meeting with the HR Group Executive Director. Unite believes more communication from the Company is required as there is real fear throughout the organisation. This has led to a demoralised and extremely dissatisfied workforce - not the most productive way to run a business.

### RESTRUCTURES

Members expressed concern at the drip-feeding of job losses and of weekly announcements. Unite has been in integration consultation meetings with LBG for some months within the following areas resulting in approximately 2,500 job losses. The Company and the unions will work together to avoid compulsory redundancies through the agreed robust process such as redeployment, voluntary severance and, where possible, bumping.

<b>Retail -</b>	HBOS Colleys Direct Channels Support Services
<b>GEF -</b>	Group Corp Dev Change Mgt Office Audit Economists
<b>Wholesale -</b>	Asset Finance Markets and Treasury & Trading Commercial & Corporate COO Corporate Finance Real Estate Special Finance
<b>Group Ops -</b>	Finance Integration & Change
<b>Insurance -</b>	IFA Sales Customer/Client Services Strategic Change and IT Management

Unite will continue to oppose compulsory redundancies and are working with affected members and CREST, the newly formed redeployment forum, to minimise members leaving the Company by this route. Unite is working through the detail of having group-wide selection criteria for all integration proposals to ensure transparency and fairness. Although this has not been finalised and agreed, we are very close to a conclusion. A full newsletter will be issued to members outlining the process in detail. Members should be aware that, as part of the selection criteria, performance ratings will play an important part.

It is extremely important that you are satisfied and agree with your performance ratings. You are about to embark on your mid-year appraisal – make sure that all your efforts are recognised. There is an appeals process if you are not satisfied, if you wish to discuss this, please see contact details below. Your performance rating not only has the potential to influence your future pay rises, it can decide on future pay packets! Unite has been raising with LBG the unfairness of the performance management framework and in particular the guideline on a performance bell curve which means, regardless of good performance, 1 in 5 colleagues should be on coaching or performance improvement plans. Further newsletters will be sent.

## UNITE MARCH FOR JOBS

Unite is working for you in all of these areas. Whilst the country is going through deep recession and the banking crisis continues, many members are losing their jobs. Unite organised a successful March for Job in Birmingham on Saturday 16 May - and that campaign will be ongoing. To find out more, click on [http://www.unitetheunion.com/campaigns/unite\\_for\\_jobs/unite\\_for\\_jobs\\_for\\_finance\\_wor.aspx](http://www.unitetheunion.com/campaigns/unite_for_jobs/unite_for_jobs_for_finance_wor.aspx)



## WANT TO KNOW MORE?

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### Alternatively contact your local rep, senior rep or email us at

[lbg.support@unitetheunion.com](mailto:lbg.support@unitetheunion.com)

**Do you know someone who is not in a Union?** - pass this newsletter on. There is no better time to be in Unite. You can join online at [http://www.unitetheunion.com/my\\_unite\\_\\_join\\_online/join\\_online.aspx](http://www.unitetheunion.com/my_unite__join_online/join_online.aspx)

Sign up for our email list by going to [www.unitetheunion.com](http://www.unitetheunion.com) and logging onto My Unite.

**Wendy Dunsmore**  
**Unite National Secretary**