

Can HFC Debt be collected by May 2010?

Response from our members is mixed to the news that HFC intends to wind the business down and begin sackings as early as next May. But on the issue of the poor redundancy pay that the Bank has prematurely announced, there is unity.

Here is a selection of comments Unite has received from our members in Camden House,

"Lots of my customers are nowhere near able to repay debt within 5 years, let alone one."

"HSBC may well want shut of us, but I reckon they will sell us to some dodgy firm that will carry on collecting the debt"

"This is like death by 1000 cuts – horrible "

"We can't apply for jobs in HSBC, but they find HSBC jobs for they're favourite managers"

"They want us to loyally work til the end, but they don't want to pay us a decent redundancy package"

If you are reading this then **YOU** are the Union. The Union in HFC is you and your colleagues in Camden House. **GET ORGANISED. GET EVERYONE IN.**

Why accept redundancy pay that's massively inferior than what HSBC pay?

Together we can campaign for decent redundancy pay.

Don't sit still. Lets start shaping events rather than reacting to them.

Consider this: if Camden House staff sit back and do nothing, then the business looks set to close or be sold off in a matter of months. The Bank is not supposed to start consulting on the level of redundancy pay until the formal consultation period starts – but has already told staff of it's miserly intentions. A successful, well supported campaign for decent redundancy pay could make a real difference to everyone at Camden House.

Win, lose or draw there's lots at stake and lots to play for:

Redundancy Pay – Happy that HFC staff get FAR WORSE than HSBC colleagues?

Job Security – Happy that HSBC colleagues get a minimum of four months paid consultation with Unite when jobs are at risk? HFC workers get as little as 30 days consultation with the "Peoples Forum".

Human Rights – Happy that HSBC recognises Unite in virtually every aspect of its UK operations except HFC?

Happy to continue being 2nd class and treated without respect?

Happy with the dogma of HFC Performance Management? HFC policy is that the "bottom 20%" should be sacked annually. Unite say this is repugnant. The sooner we can end this, so sooner we can save peoples jobs and reputations.

New Reps at Camden House

There are three new Unite Reps who are doing a fantastic job of promoting Unite by asserting the legal right to distribute membership forms within Camden House. Management have responded aggressively by removing the forms – prompting questions to be asked about possible exit deals that may have been promised to DM level management and higher.

Management are trying to lift morale by organising nights out. They may have a better chance of success if they refrain from trying to smash our Union.

It is extremely important that management does not succeed in creating a "culture of fear". You are free people working in a free country. You must not be intimidated into not joining (or reading about joining) Unite – Britain's two million strong Union of working people.

You can support your Reps by actively promoting Unite membership within your team. Three people can be contained. A few hundred cannot.

- Now is the time to be assertive.
- Now is the time to insist upon your right to join a Union
- Now is the time to insist upon Unite information being freely available in Camden House
- Now is the time for Camden House staff to join us in large numbers

Together we are strong.

Together we make a difference.

Together we can achieve formal Union recognition.

Together we can organise for proper representation and decent redundancy pay.

To read our HFC newsletters or to join online, go to <http://www.unitetheunion.com/hfc>

Membership still costs less than £10 per month. Reduced rates apply for under 21's and all part-time employees.

The Facebook Group "Unite in HFC" has also been established. It's important we can communicate effectively outside of Camden House, as well as within.

If you would like additional copies of this newsletter, or would like Unite membership forms to distribute within Camden House, please call Gina on 569 8900.

DON'T BE ALONE

Be one of the two million members of Britains biggest, proudest and best Trade Union – Join Unite today – and lets organise for fair redundancy pay and collective Unite Representation.



Rick Coyle, Unite Regional Officer