

Lloyds Banking Group Unite Members General Update



PAY 2010 UNITE REJECTS THE PAY OFFER

Members will by now have seen the Company's communication about how they intend to distribute their proposed 1.5% pay pot in April. For those members who have not yet seen the proposal, the Company intends to award set pay increases based solely on end of year performance ratings. These awards would be:

- 0% Not Met
- 0.5% Part Met
- 1.5% Met
- 2.5% Exceeds
- 3.5% Outstanding

Unite's pay claim for 2010 was for a 2.5% across the board increase with no 0% awards. Whilst the proposed method of distributing pay increases is clear and transparent and free from management discretion the Unite LBG National Company Committee have taken the decision to reject the proposals for the following reasons:

- We believe 1.5% is insufficient particularly considering the recent significant increase in the RPI rate to 2.9%.
- Too few colleagues have confidence in the performance management system.

Unite has formally registered its failure to agree on the Pay proposals and further talks will take place shortly. Our members' feedback on the pay proposals is very welcome. Email lbg.support@unitetheunion.org

WEATHER AND WORK

In response to questions raised about work and the extreme weather conditions, currently affecting the country Unite is issuing advice to members whose ability to attend work has been effected. One problem is that there is no one LBG policy on this. LTSB and C&G do have specific policies which can be found on Interchange, HBOS heritage RCCs in Scotland also have a locally agreed policy but there is no HBOS general policy other than for local managers to use their discretion.

Questions raised by members broadly fall into 3 categories:

What if I am unable or delayed in attending work due to the weather?

You should make every reasonable effort to get into work. The ability of members to attend work safely will depend on various factors including distance from workplace location, current weather conditions, the normal mode of transport used to travel to work and the travel advice issued for that area.

If you are unable or will be delayed in attending work then you should make your manager aware at the earliest opportunity.

You may also need to consider transport options for your return journey home.

What if I am unable or delayed in attending work due to an emergency childcare situation?

The sudden and unexpected closures of schools or nurseries can affect the ability of staff to attend work due to the effect this has on their childcare arrangements.

Both HBOS and LTSB have policies in place that allow members time off work to help them manage emergency situations. A situation where childcare arrangements had broken down would be an emergency.

Do I have to work back time or take annual leave to make up the time I was unable to get to work?

This is where it gets complicated due to the differing policies across the Group. We would hope that managers will be sympathetic towards those who can show they made a genuine attempt to get to work, who offered to attend an alternative workplace or who were able to do some work from home and not ask them to make up the time lost or take annual leave. At least one of the Company policies does however state that annual leave should be taken.

Advice has also been issued to employers and employees from the TUC about taking a sensible approach to the difficulties employees may face in making journeys to and from the workplace. The TUC advice

states 'While workers should make every reasonable effort to get into work, the TUC says that employees shouldn't attempt to travel if it's not safe to do so, particularly if they live in isolated areas.' The TUC advises against withholding pay or forcing staff to take holidays as it fears this could cause unnecessary resentment to employees who've been kept away from work through no fault of their own. Workers who have been prevented from getting to work despite their best efforts should not have to foot the bill for the bad weather conditions.'

Unite endorses this statement from the TUC and this is the approach that Unite are encouraging Lloyds Banking Group to take.

Members can contact the Unite Lloyds Banking Group Helpline **08081 449595** if they need advice on their own situation or how LBG policies apply in their circumstances

TERMS AND CONDITIONS...Time is running out so HAVE YOUR SAY!

All Unite members should by now have received their instructions, (mailed to their home address), about how to vote in our consultative ballot on the proposed harmonised Terms and Conditions for LBG. You have until 5 February to register your vote online. Failing to vote is tantamount to voting in favour of the proposals. Only by having the majority of members voting and a clear message about what elements are unacceptable will we have a good chance of securing improvements to the current proposals.

The proposed market Pay rates are also now available on Interchange so remember to check these out if you haven't yet voted.

If you have not received your voting instructions call the Electoral Reform Services helpline on **0208 889 9203** without delay!

For detailed analysis of the proposals and more information visit our website www.unitetheunion.org/lloyds and click on "Newsletters"

For general information about Unite, how to join and for help with problems at work call the Unite LBG helpline on **08081 449595**.