

Unite T&Cs Ballot results...an overwhelming rejection

The initial results of the Unite T&Cs consultative ballot have revealed that almost 96% of those who voted believe the proposals are unacceptable and should not be implemented.

Furthermore in the ballot, which had a good response rate for union ballots of this kind, over 86% of those voting said that, if we cannot make progress on the specific items in the proposals, Unite should hold a further ballot to seek support for some sort of Industrial Action. No clearer message could be sent to the Company as we go back into negotiations in the next few weeks.

Analysing the results of the ballot in full detail will take a little while longer yet but the biggest areas of concern are as follows

- unsurprisingly 74% of those voting objected to the pensions proposals
- Around 60% of members from both heritages expressed serious concern about the new proposed market pay rates

- Nearly 66% of HBOS members objected to the proposed loss of up to 2 Days holiday
- And over 57% of LTSB members objected to the loss of the time and a half overtime rate

The Company have been informed about these headline numbers and we have made it clear that when we go back into talks (alongside our sister union Accord who have had very similar results in their ballot), we need them to come up with some improvements to these elements specifically if we are to make any progress at all.

We have asked the Company for details from their own feedback mechanisms (the "Have your Say" Interchange site and the divisional focus groups) which we expect may highlight similar concerns

With all this evidence the Company's decision makers will surely find it hard to bury their heads in the sand.

Unite Lloyds Banking Group bonus and targets survey results also released

Members will also remember that prior to the T&Cs Ballot Unite surveyed LBG staff about the attitude towards the current Target and Bonus arrangements and we had a fantastic response.

Unite received a huge number of responses from across the country and throughout the divisions of LBG. The results proved that LBG staff have major issues that they need resolved, and with over 500 staff saying that they want to be involved in your Unite campaign it suggests that you are determined to see change at LBG.

Key Survey Findings

The survey revealed that LBG staff have strong views on the key issues of bonus and targets and that staff are broadly in agreement on what steps need to be taken to address their concerns. Unite will be conducting a separate study into overtime in May.

The headlines emerging out of this survey are that

- LBG staff want an end to the present bonus arrangements
- LBG staff want to replace current bonus schemes with other options
- LBG staff confirm that targets are not negotiated and bonuses are linked to selling
- LBG staff warn that targets are affecting their health and family

Unite will publish the detailed results of this survey separately very soon but its very important to note that the T&Cs ballot also revealed a high degree of concern over the harmonised bonus proposals from both our HBOS and LTSB members...even when LTSB members would be set to have higher potential bonuses than they currently do..... it's clear therefore that the whole targeting and bonus system could do with an overhaul.

Members will be updated again as soon as further discussions take place with the Company. All bulletins will be posted on our website www.unitetheunion/lloyds and click on "Newsletters". Check regularly for the latest news on T&Cs and other issues under discussion. Any non members can also join on line at our website....click on "Join us Today" on the homepage. Alternatively talk to a local rep or call our LBG helpline on 08081 449595