

WEALTH CAREER FRAMEWORKS

RBS Wealth announced in late December the introduction of Career Frameworks across the Division globally and covering almost 3,000 staff within UNITE's Bargaining Unit in the U.K, Jersey, Guernsey, the IOM and Gibraltar. Career Frameworks are very similar to Job Family Frameworks, which were introduced across the majority of what was then referred to as Manufacturing (now Business Services) over 5 years ago. The key elements of the announcement are:

- **The introduction of Seven Job Families across the Division, with Eight Wealth Career Levels, six of which fall within the sphere of UNITE's Bargaining Unit**
- **86% of staff in-scope of the Career Frameworks not impacted, 8% positively impacted and 6% potentially negatively impacted**
- **Salary and Benefit Protections for those members of staff potentially negatively impacted**
- **Negative impact on income for Managerial Graded staff re-leveling at Appointed due to a reduction in Benefit Funding from 15% to 10%**
- **Roles outside of UNITE Bargaining Unit i.e. Adam & Co and Senior Manager roles also in-scope of the exercise**
- **Almost 600 roles out-of-scope of the exercise and over 300 roles seeing no impact due to individual pay**

What Are Career Frameworks/ Job Families?

As previously stated the Group have already undertaken a broadly similar exercise within what was then the Manufacturing Division under the banner of Job Family Frameworks over 5 years ago and the rationale for the introduction into Wealth mirrors that within the previous exercise. RBS argue that Career Frameworks are essentially about identifying different job roles that require similar competencies, skills etc and gathering these roles under the umbrella of a defined Job Family. All the job roles with an individual Job Family will be aligned to the same reference salary; however geographical variances will remain.

The bank's rationale for the introduction of Job Families is to eradicate inconsistencies in grading and role titles that will enable staff to identify more easily alternative roles and career paths across the business. RBS also argue that the introduction of Job Families

will improve the understanding of the differences in job levels and provide greater consistency across geographical territories. RBS also believe that the introduction of Job Families will also making external market matching and benchmarking of salary ranges for like for like roles less difficult.

Impacts of Career Frameworks/ Job Families

As previously stated 86% of staff within the UNITE Bargaining Unit will be aligned to a Job Family with no impact on grade, salary range, benefits etc; although you will be aligned to the new Wealth Career Levels which mirror the Group Grades; however the titles are slightly different and there are some variants between the U.K and International locations.

8% of staff are positively impacted which will involve either i) being aligned at the current grade and level, but to a higher salary range ii) aligned at the current grade, but to a higher level i.e. Officer I to Officer

II which brings a higher salary range or iii) aligned to a higher grade and therefore benefit level which brings a higher salary range and additional benefits i.e. Associate II to Associate Director.

6% of staff are potentially negatively impacted which will involve either i) being aligned at the current grade and level, but to a lower salary range ii) aligned at the current grade, but to a lower level i.e. Director to Associate Director which brings a lower salary range or iii) aligned to a lower grade and therefore benefit level which attracts a lower salary range and reduced benefits.

The bank will provide staff with the full details of the impacts of Career Frameworks on an individual basis, as well as providing a full explanation as to why you have been mapped to a particular Job Family, grade, salary range etc. Where there is a positive impact in relation to annual leave entitlement, i.e. from 25 to 28 or 28 to 30, this will become effective from 1st April 2012, which will mean that annual leave entitlement for the 2012 holiday year would need to be pro-rated against the two contrasting holiday entitlements. If a member of staff has been mapped to a higher salary range, if their existing salary sits below the minimum for the new range, salaries will be increased to the minimum from 1st April and the new salary range will apply for the purposes of the 2012 pay round from 1st April 2012 also. Any increase in Value Account Funding i.e. moving from Appointed to Managerial will also take place from 1st April. There will also be additional associated benefits from a move from Appointed to Managerial, which your line manager will provide details on.

As already explained should Career Frameworks result in a drop in grade and therefore benefit level, annual leave entitlement would be "red circled" or protected indefinitely at the higher level. Any reduction in salary range will take

effect from 1st April 2012; however under the salary protection principles you will continue to be managed against your higher salary range for a 12 month period i.e. up to but not including Pay 2013 after which you will be managed against the lower range, which will potentially restrict pay rises in the future. There will be no reduction in salaries which will be red circled indefinitely until such time that the new salary scale catches up with actual salary. Where a member swaps between Appointed & Clerical or vice versa they will become eligible for or lose eligibility for overtime from 1st April 2012. In the case of Clerical to Appointed, this will be compensated through the receipt of greater benefits i.e. increase in annual leave and a higher salary band. There are also protections in place for any members working shifts in respect of being aligned to a lower reference salary and if you work shifts, these will be discussed with you.

If a member has been re-graded Appointed from Managerial, from 1st April 2013 the member will see their Value Account funding, excluding pension, reducing from 15% of

base salary to 10%, which is the level attracted at Appointed level. The guiding principle across Career Frameworks is that there is no financial loss on current remuneration; although there is recognition that future pay increases could be curtailed as a result of being aligned to a lower salary range. The position re Managerial Value Account is the one area that there will be actual financial loss as Managers who have been mapped to Appointed experience a significant drop in their Value Account funding which will result in a financial loss, one that can be ill afforded.

UNITE tabled alternative proposals such as either consolidating the excess Value Account into salary or red circling the Value Account indefinitely; however RBS rejected these and insisted on their initial proposal of red circling for 12 months in accordance with the salary protection principles. This places a particularly negative angle on what RBS are attempting to present as positive; however loss of earnings as a result of a re-grading exercise undertaken by the employer, is anything but positive. UNITE urges RBS to rethink this element of Career

Frameworks, to adopt one of UNITE's alternative proposals to ensure that no members of staff suffer a financial detriment to their existing remuneration.

NEXT STEPS

All members of staff will have the mapping exercise explained to them fully by line management, along with any impacts on pay range, grade and benefits. Members are entitled to a detailed explanation, particularly where there is a potential negative impact of the Career Frameworks. If members are not receiving a satisfactory explanation or once the explanation has been received you are not comfortable or agreeable to the rationale provided, you should contact your local Workplace Rep or the UNITE RBS Helpline on 0870 241 4425. If members are unable to resolve any disagreements locally regarding the mapping involved in Career Frameworks, recourse through the grievance procedure exists and as a member you would be fully supported through this process.

UNITE COMMENT

Whilst UNITE recognises what RBS are attempting to achieve through Career Frameworks, the union cannot support a situation where members are facing either actual or potential financial loss in the future as a result of an employer driven programme. Members that are being mapped to lower salary ranges, grades etc have not voluntarily applied for lower graded roles, but the employer are deeming that the roles that members have carried out, in many cases with exceptional skill and commitment no longer warrant the existing salary range, grade and benefits.

Given the relatively small numbers impacted i.e. 6% of the in-scope population, RBS could have simply personally graded those individuals that have a negative impact to ensure that Career Frameworks and the introduction of Job Families was welcomed positively by members, instead of members looking to count the cost of potential or actual financial loss, such loss that can be ill afforded at the best of time, less still in an environment of rampant price rises and inflation.

UNITE Representatives

UNITE has also recently concluded negotiations with the bank on a new and improved UNITE Representatives Agreement. We are always seeking members to take on one of the four UNITE Representative roles, i.e. Workplace, Union Learning, Safety and Equality. Any UNITE members interested in finding out more about becoming a UNITE Representative please contact the UNITE RBS Helpline or e-mail rbsinfo@unitetheunion.org

UNITE RBS UPDATES & UPDATE YOUR DETAILS

If you would like to receive regular updates electronically from the union and have not already advised the union, please email from your preferred email address to rbsinfo@unitetheunion.org. It is also important that members ensure that their membership details are up to date and accurate, i.e. home address, workplace address, whether you are full time or part time etc. If you believe that your membership details are out of date, please also e-mail rbsinfo@unitetheunion.org with your updated details, alternatively you can contact your local District Office by phoning 0845 850 4242 or logging onto 'My UNITE' at the website www.unitetheunion.org where you can update your own details.

Not a Member?

Join UNITE's one and a half million members and have a voice on this and other issues, as well as receiving support, advice and representation for £11.48 a month for full time staff and £5.72 per month for part time staff working less than 21 hours a week. Membership forms can be obtained by phoning **0845 850 4242** or emailing rbsinfo@unitetheunion.org plus you can join on line at www.unitetheunion.org