

REDUNDANCY TERMS, FREEVIEW, PAY 2008 & MEMBER NOMINATED PENSION TRUSTEES

In September all Unite members within LTSB AFD would have received a newsletter direct to their home addresses entitled "Revised Offer on AFD Redundancy & Pension Terms" detailing the terms of the revised offer and asking members to vote on whether to accept or decline the offer. The ballot closed on Friday 19th October with the ballot result 98% in favour of acceptance of the revised terms.

What Now?

All members exiting the organisation via redundancy before the 31st December 2008 will be given the choice of the two sets of redundancy terms, as well as the early retirement benefits where appropriate. All redundancies from 1st January 2009 until 6th April 2010 will fall under the new redundancies terms, with the enhanced early retirement factors applied where appropriate.

From the 7th April 2010, all redundancies exits will be calculated under the new terms, with no enhanced early retirement benefits, other than for those members who have contractual early retirement pension benefits.

AFD will also begin the task of identifying and contacting those staff members that have exited the organisation by way of redundancy since the 1st October 2006, who were not given the opportunity to choose between the two sets of terms, to provide that choice.

If any members have any queries regarding redundancy terms or the outcome of the ballot, please contact one of your Unite reps or the helpline number 08081 449595.

Freeview

LTSB Bank has recently made a group wide announcement regarding Freeview and the

outline of this announcement upon AFD and the finance functions has been communicated locally.

The initial plans around Freeview have been shared with Unite during consultations and Unite will continue to be consulted throughout on the impacts upon AFD and jobs. Unite will be pressing the employer to avoid compulsory redundancies and manage the job reductions through natural wastage, voluntary redundancies and redeployment.

If any members have any concerns regarding the impact of Freeview or any other issue within AFD including Project Birch, please again contact one of your Unite reps or the helpline.

Pay 2008

Unite will be entering into Pay negotiations with AFD in early January and throughout the first quarter of 2008. If any members have any feedback regarding Pay 2008, what should be included or what should be claimed, please contact one of your reps or e-mail Stuart.Davies@unitetheunion.com.

Member Nominated Pension Trustees (MNTs)

All AFD staff have recently received paperwork regarding the nomination and

election of MNTs for the AFD Pension Scheme. If any Unite members have lodged a nomination to become a MNT and would like to be considered as a Unite preferred candidate, please contact the union via e-mail Stuart.Davies@unitetheunion.com or 01275 370000.

Not a Member?

Join Unite and its two million members today for the unbeatable amount of £5.77 per month for full time staff and £3.17 for part time staff. In addition you will receive the first three months of your membership free. To join, please contact of your Unite AFD reps, the helpline on 08081 449595 or join online at www.unitetheunion.com.

E-Mail Updates

If you would like to get Unite updates via e-mail, please contact us on LTSB@unitetheunion.com.

Unite AFD Reps

**Neil.Cochran@ltsbasset.co.uk
Tel: 0131 311 2215
Moy.Roberts@ltsbasset.co.uk
Tel: 07768 724131
Greig.Brown@ltsbasset.co.uk
Tel: 0131 311 2775**