

## STAFF WHO WORKED AFTER 1PM ON CHRISTMAS EVE SHOULD BE ENTITLED TO A DAY OFF IN LIEU

**It has been brought to Unite's attention through its national visit programme and Unite's unique Lloyds TSB helpline that this has not happened.**

Before 1997, Lloyds TSB Branches closed at 12.30pm on Christmas Eve. In 1997 the Bank withdrew this option and claimed that Christmas Eve would become a normal working day. Unite balloted its members at the time, who then chose to take Industrial Action and withdraw their labour from 12.30pm on that Christmas Eve.

As a result of this successful action a deal was struck with the Bank that meant staff who worked in the branch network after 1pm on any future Christmas Eve, would receive a day off in lieu. This has been the practice when Christmas Eve has fallen on a working day.

For the past two years Christmas Eve has fallen at a weekend so the agreement has not been brought into play. In December 2007 Unite reminded the Bank that staff working beyond 1pm on the 24th December would be entitled to a day off in lieu and suggested that a note be put out to Managers to this effect.

At a Community Banking meeting with Unite, the following guidance note was agreed:

- BMs are encouraged to let staff leave early wherever possible on Christmas Eve providing the store can be resourced effectively, depending on customer requirements, until normal closing time.

- Staff who work after 1pm will qualify for TOIL as in previous years though this will be managed at a local level depending on local requirements (i.e. what time can they be allowed to leave)
- As a general rule, staff leaving just after 1pm on Christmas Eve would not be expected to receive TOIL.
- However, staff who work during the majority of the afternoon or up until closing time will receive a day off in lieu. (This was meant to prevent people leaving at 1.15pm and claiming a day off. Unite's view would be that if staff are required to work past 1.30pm then they would qualify for the TOIL)
- BMs are encouraged to manage staff leaving appropriately so that staff either leave at or around 1pm or stay for the majority of the afternoon (or until closing time) to make the management of TOIL easier as there will be no defined cut off time when it does/doesn't apply

Staff who have not received their entitlement to TOIL should in the first instance take this up with their Line Manager. If TOIL is refused then staff are advised to invoke the Grievance Procedure PPP Manual, section 1.9. For Help and Advice you can call our Helpline on 08081 449595

Unite hope that common sense will prevail on this issue, bearing in mind staff's commitment to stay behind, when in reality very little business was transacted on Christmas Eve afternoon according to the feedback we received from members.

In 2008 we will be discussing this issue with management to avoid any misunderstanding that could mean a return to going into dispute again with the Bank

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### E-MAIL UPDATES

If you would like to get Unite updates via e-mail, please contact us on [LTSB@unitetheunion.com](mailto:LTSB@unitetheunion.com)

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