

LLOYDS TSB GROUP JNC UPDATE MARCH 09

As part of our right to negotiate and consult with LTSB on terms and conditions and employment policies, Unite meets the Bank monthly at what is known as the Joint Negotiating Committee (JNC). This is the forum where topics concerning the whole LTSB Group (including Scottish Widows and C&G) are debated whereas business specific matters are discussed at other meetings with relevant business leaders and HR people.

This is an update on the meeting held in March.

2008 BONUS PAYMENTS

Much has happened since February's JNC report now that UKFI have had a hand in determining how bonus payments are allocated for last year's performance. At the JNC meeting we emphasised how much more important it now is that managers are ready to explain the bonus decision to each individual team member. LTSB have issued guidance to managers on this point. Any members who feel they have not had a reasonable explanation of their bonus payment are strongly encouraged to challenge until they are satisfied it is fair and reasonable. Contact a local rep or the LTSB or C&G helplines for advice.

HOLIDAY PAY AND SICK LEAVE

As reported Unite submitted a claim for the Bank to revise its policies to ensure staff off sick during a calendar year receive

- Pay, equal to holiday not taken due to sick leave

Or

- The right to carry forward all untaken leave to the following year

The Bank have refused to make this change until compelled to do so when UK legislation is enacted on this matter.

Legal advice received by Unite indicates that members adversely affected by this may still have a right to lodge a formal claim for such untaken/unpaid leave. This also applies to any members who may leave the employment of the bank with any untaken holiday due to sick leave not being paid for. Any members who believe they may have missed out on holiday or pay last year because of this policy should contact the LTSB or C&G helpline or local Scottish Widows reps for advice.

26 DECEMBER 2009

The Bank responded to our claim for all business units to be closed on Saturday 26 Dec 2009 to be closed, by seeking to delay the debate until August. We reiterated that we do not expect to wait until then to be told the Bank's decision and that we submitted this proposal as a formal claim which should receive proper consideration. Watch this space!

Working for you in Lloyds Banking Group

Gwyn Bates
National Secretary

CHANGES TO STATUTORY DISPUTE PROCEDURES

The current statutory Dispute procedures will be abolished on 6 April 09 and instead the ACAS Code of Practice will govern all employers' disciplinary and grievance procedures. We have therefore agreed minor changes to the Company's Disciplinary, Grievance, Absence, Harassment, Retirement and Performance Improvement policies to reflect this. Work will shortly commence to integrate former LTSB and HBOS policies in this respect, into one Lloyds Banking Group Policy. Meanwhile the changes are minimal and are largely based on simplifying the procedure.

DISCIPLINARY PROCEDURES

Members may recall that the LTSB disciplinary procedures were changed in 2008 reducing the number of formal stages from 4 to 3. The Bank have agreed to share statistical data with us about the number of formal proceedings taken to enable us to gauge the effect of this change. On going data will be provided but it is interesting to note that there seems to be an increase in the number of proceedings taken at formal stage since the change.

As no data is held on informal stages it's hard to make a true comparison but we will watch carefully. Incidentally the most significant increases seem to be for reasons relating to Breach of Rules and Procedures and Dishonesty/Fraud/Theft.

As reported in February there have been some changes to the way in which breaches of the rules on transacting on family and friends' accounts are handled. Following questions raised in February we are pleased to report that the bank have provided us with information that reassured us that such breaches are being dealt with consistently and fairly across the network.



JNC MEETINGS

The JNC meetings are attended by a full time union officer and elected reps from the LTSB National Company Committee. The current members of this team are

Rhianne Parsons (GI) rhianne.parsons@lloydstsb.co.uk

Jane Revell (Community Banking) jane.revell@ntlworld.com

Julian Creighton-Williamson (Commercial) juliancw@btinternet.com

Ray Boreham (Group Ops Payment services) raymond.boreham@lloydstsb.co.uk

Dale Edington (Direct Banking) dale.edington@lloydstsb.co.uk

Marius Pelsler (Scottish Widows) marius.pelsler@scottishwidows.co.uk

We want to encourage members to contact us with feedback or indeed with any topics you wish us to raise at the JNC meetings. You can contact:

- your local Unite rep
- one of the JNC team listed above or
- the Unite LTSB enquiry e mail ltsb@unitetheunion.com
- the LTSB helpline 08081 449595
- the C&G helpline 01452 375420
- the Scottish Widows Internal Unite mailbox (\$Unite,Mailbox)

Join now on-line at www.unitetheunion.com