



GROUP MANUFACTURING – STRATEGIC REVIEW ANNOUNCEMENT

Earlier this week, the Royal Bank of Scotland Group announced a global reduction of 9000 jobs across its Group Manufacturing Division, 4500 of which will be in the UK. This news has left staff and Unite members within Group Manufacturing and across the wider RBSG extremely concerned about their future job security.

Job Losses

The specific detail of the job losses is largely unknown at this time and will be subject to ongoing consultation and dialogue with Unite. The Bank has detailed in its communications to staff the broad outline plans for realising the headcount reductions and cost savings required, this will be achieved by:

- Process Redesign
- Common Technology Platforms
- Review of Work Locations
- Delivering Management Efficiencies
- Working Closely with other Group Divisions

The Bank is committed to engaging with Unite and to minimising the impact of Compulsory Redundancies and your trade union will ensure that we leave no stone unturned in seeking to ensure that wherever possible this is achieved. We have already started discussions with the Bank on a series of measures which will assist those members who want to remain as employees of the Group including a voluntary redundancy register, improved redeployment process and a series of advice and support mechanisms. We will be able to share further detail with you in future communications.

Unite Comment

This announcement represents the biggest loss of jobs within RBSG for many years and Unite is shocked by the scale of the job losses affecting our members in the Group Manufacturing Division and the heightened anxiety this will cause for all staff across the Group.

Unite is concerned that staff who bear no responsibility for the financial turmoil that the Bank has found itself in, are now in a position where they are potentially at risk of redundancy.

Whilst we welcome the commitment from the Bank to engage with Unite on its future plans, clearly we have serious concerns about the potential impact of such a significant job loss announcement.

Our job now is to ensure that the Bank does everything possible to minimise the impact of this announcement.

What Next?

The Bank is undertaking detailed planning, following which a series of consultation meetings will take place with Unite to discuss the specific detail of the Bank's plans. It is expected that the first consultation meetings will take place late April/early May and are likely to roll out over the remainder of 2009 and into early 2010. Unite is acutely aware that members will want clarity on their own personal situation as soon as possible and we will be pressing the bank to ensure that staff communication and support is robust during this period of continued uncertainty. As soon as detailed plans are known we will communicate further with our members. In the interim if you have specific concerns you are encouraged to raise them in the first instance with your Line Manager. Our Helpline is also available to offer support and advice and you can also send your feedback to us on line at www.rbsinfo@unitetheunion.com

Not a Member?

Join Unite's two million members and have a voice in the workplace, as well as receiving support, advice and representation, for £9.95 a month for full time staff and £5.78 per month for part time staff working less than 20 hours a week. There is also a young persons' rate for the under 21s of £4.98 a month. Membership forms can be obtained by phoning **0845 850 4242** or e-mailing rbsinfo@unitetheunion.com, plus you can join on-line at www.unitetheunion.com