



Commercial Business/Business Banking and Real Estate Update

Unite has been working closely with HBOS Corporate to ensure that the consequences of the recent announcement on merging the Corporate Commercial Business with Business Banking, and the cuts in jobs in Real Estate is worked through thoroughly and properly.

To date Corporate have received a higher volume of voluntary severance applications than expected which were considered by SAG last week. Work is now ongoing to understand business requirements and map the applications to the relevant roles no longer required.

Members and colleagues who had applied for VS had anticipated that the outcome of their request would be communicated by Friday, 15 August, however this will not be the case and colleagues should expect to hear by Friday, 22 August. Unite supports this decision so that careful consideration can be given to applications and believe this will ensure that the outcome will be fair and transparent.

Once this work has been concluded, Corporate will inform members that their application for VS:

- has been granted
- has presently been not been granted but may be subject to 'bumping'
- is on hold subject to the selection process being concluded.

For those who have been granted VS, the notice period is likely to begin on 26 August. The Company will not serve compulsory notice on any members or colleagues until further consultation with the unions has taken place and in the majority of cases until this process has been completed.

Unite will continue to work with HBOS Corporate throughout this process.

HBOS is committed to avoiding compulsory redundancies wherever possible. Unite is opposed to compulsory redundancies and will work with HBOS to realise their commitment.

**Wendy Dunsmore,
Unite National Secretary**