

Amicus

amicus
the union

HSBC FAIR DEAL CAMPAIGN NO 7

APRIL 2005



BEST EVER PERFORMANCEWORST CPF

UK profits	UP	15.5%
Shareholders' return	UP	30%
CPF	DOWN	13.3%

The corporate performance factor (CPF) for your performance in 2004 is 1.3. Despite HSBC UK turning in its best ever performance, this is the lowest CPF for five years. **HOW FAIR IS THAT?**

CPF for 2000	1.39
CPF for 2001	1.37
CPF for 2002	1.31
CPF for 2003	1.5
CPF for 2004	1.3

The Corporate Performance Factor drives your bonus payments and many staff cannot understand why their best ever performance warrants a drop in bonus. Some have suggested to Amicus UNIFI that lower payments in 2005 help the bank to prepare staff for even lower bonus payments in 2006.

We would remind members that the examples set out in our recent newsletter (Fair Deal Campaign No. 5) outlining how the new bonus scheme would result in reduced bonus payments used a CPF of 1.3 and these showed substantial reductions.

These calculations also took no account of the impact of CSQs – known to most HSBC staff as “the takeaways” – which will significantly reduce bonus payments under the new scheme.

Fair Deal

So make the most of your 2005 bonus. Even with a reduced CPF it is a bigger payment than you can currently expect to get under the new scheme.

Amicus UNIFI is campaigning for a fair deal for all staff and that includes making changes to the new bonus scheme.

If you wish to support the Amicus UNIFI Fair Deal Campaign but are not already a member, you can do so by completing the form overleaf.

If you join now there is still time for you to be able to participate in the forthcoming ballot of members.



Surname Mr/Mrs/Miss/Ms
 Forename(s)
 Home address
 Postcode Date of birth

Employer
 Address where employed
 Dept Postcode
 Job title Staff payroll no

Staff category: (Please tick all appropriate categories)

Full-time Part-time (over 7 hrs) Part-time (7 hrs or less) Manager
 Clerical Under 21 Casual Agency staff Pensioner

Are you, or have you ever been, a member of any other TUC affiliated union?

Yes No Union name:
 Branch:
 Date of leaving:

From time to time the union would like to contact you with details of ballots, UNIFI affiliates and membership services. Occasionally we may wish to pass your details on to the organisations involved to enable them to contact you directly. Please tick the box if we may use your data in this way. For further details please call 020 8946 9151.

OFFICIAL USE ONLY

Membership no

DD

 Recruited by tel:
 Membership no:

AMICUS/UNIFI Political Fund Exemption Notice
SIGNATURE REQUIRED IF OPTING OUT OF POLITICAL FUND

I hereby give notice that I object to contributing to the political fund of the Union and am in consequence exempt, in the manner provided by Chapter VI of the Trade Union and Labour Relations (Consolidation) Act 1992, from contributing to that fund.

Signed Date

Return to: UNIFI, FREEPOST, RC456, London SW20 0BR

Membership application

amicus the union **unifi** changing minds, changing work

Direct Debit

DIRECT Debit

Instruction to your Bank or Building Society to pay by Direct Debit

Originator's Identification Number
9 9 0 0 8 1

Reference Number (to be completed by UNIFI)

To: The Manager
 Name and full postal address of your Bank or Building Society.
 Bank or Building Society
 Address:
 Post code

Banks and Building Societies may not accept Direct Debit Instructions for some types of account

Name(s) of account holder(s)
 Bank or Building Society account number
 Branch sort code

As a member I understand and accept that UNIFI strives to achieve recognition for substantive terms with employers where it has members.



The Direct Debit Guarantee

This guarantee should be detached and retained by the payer.

- This guarantee is offered by all Banks and Building Societies that take part in Direct Debit Scheme. The efficiency and security of the scheme is monitored and protected by your own Bank or Building Society.
- If the amounts to be paid or the payment dates change UNIFI will notify you 10 working days in advance of your account being debited or as otherwise agreed.
- If an error is made by UNIFI or your Bank or Building Society, you are guaranteed a full and immediate refund from your branch of the amount paid.
- You can cancel a Direct Debit at any time by writing to your Bank or Building Society. Please also send a copy of the letter to us.

CURRENT MONTHLY SUBSCRIPTIONS IF OPTING OUT OF POLITICAL FUND

Full-time £9.90 Pensioners **£2.40**
Part-time (over 7 hours) £4.95 Casual, unemployed, agency & part-time (7 hours or less) **£1.25**
Under 21s £5.10

CURRENT MONTHLY SUBSCRIPTIONS WITH POLITICAL FUND CONTRIBUTION (+38p monthly)

Full-time £10.28 Pensioners **£2.78**
Part-time (over 7 hours) £5.33 Casual, unemployed, agency & part-time (7 hours or less) **£1.63**
Under 21s £5.48