

## **Minutes of the Meeting of Amicus Goodmans Fields Branch Held on 27 February, 2007, Conference Room 1, A/2 Core,**

There were ten members present and apologies for absence were received from four members and Sue Lawrence (Regional Officer).

### **Minutes 23 January, 2007**

#### Speakers.

(a) Professor Phil Taylor. The Secretary said that he was awaiting a response to the recent e-mail he had sent. (Professor Taylor, Strathclyde University Human Resources Centre, had been invited to speak at Branch last year on the transfer of work overseas but had been unable to take up the invitation).

(b) The Secretary was instructed to invite Alison Maclean, the full time officer responsible for GT, to a future Branch meeting.

#### Facilities for Cyclists.

The London Bicycle User Group would be holding its inaugural meeting at lunchtime on Monday, 12<sup>th</sup> March. A short paragraph had been included in the latest edition of the Newsletter. .

#### Pensions / Severance Pay

The Chair circulated copies of the recently issued NCC newsletter. Key advice was that those who had written to the bank to object to the action it was taking, and had received a reply, should re-submit their objection. Branch remained unconvinced that the Bank had any reason under last October's age discrimination legislation to take the action it had, particularly as the Government had not taken any similar action in respect of its own employees. Case law would eventually be established in respect of interpretation of the Act, but in the meantime Branch wanted to see the Union continuing to press the Bank to reverse its decision.

#### Pay 2007

A number of those present had just taken part in an audio conference at which much of what the Bank had to say had been heard before in recent years.

The meeting was given a run through of the newsletter that the Union had put out following the settlement. It appeared that there was still a degree of confusion regarding the absorbing of London Allowance into base salary, in particular in relation to pensions, and, in response to a question, this part of the settlement was explained in detail.

## **Appraisal Guidelines**

There was considerable debate on the Bank's proposals to change these. Though it was recognised that comparisons were already frequently made with other members of a peer group, the consensus was that the Bank should not introduce this into the appraisal guidelines.

The appraisal procedure should contain no surprises for appraisees, difficult to avoid if the individual's performance level is viewed at the end of the year as below that of his or her peers. The measure would be subjective and not transparent, very difficult to challenge without dragging in other individuals' appraisals and would be bad for team morale. Additionally, it would undermine those who had met all their targets for the year, in effect re-setting these at the end of it.

The meeting also felt that it would be useful to obtain statistics for the number of Level 2 performers in 2006 and compare them to the number in 2007 and also for the number of grievances raised in both years.

## **Spring Social**

The Vice Chair and the Membership Secretary were in the process of arranging a quiz evening. They had obtained copies of questions and had a possible venue in mind. The evening had been flagged up in the Newsletter and further details would be published in due course – the most likely date would be after Easter.

## **Branch Budget**

In the absence of the Treasurer, the Secretary gave details of Branch's budget for the year which was based on three percent of Branch's subscription income. Draw down was on a quarterly basis.

## **Corporate Social Responsibility Motion to the NCC**

It was reported that Branch's motion had been tabled at the last National Company Committee (NCC) meeting. The meeting had only been convened to deal with pay, but the motion had been accepted by the Chair subject to the obtaining of further background information on it.

## **Date of Next Meeting**

Tuesday, 27 March, Conference Room 1, A/2 Core.