

Minutes of the Meeting of Unite – Amicus Section,
Goodmans Fields Branch
Held on 25 September, 2007, Conference Room 1, A/2 Core

Meeting commenced 12:40

Present: James Bird, Suk Bryan (Membership Secretary), Andy Cole (Vice Chair), Harriet Culkin, Devinder Dhir, Andrew Hall, Jan Koszuta (Chair), David Linney, Bob Morton (Secretary), John Roche, Mike Stewart, Linda Suggett, Alison Mclean (RBS Regional Officer), Peter Hurst (Guest), Sharon Orr (Guest),

Apologies: Nick Allen, Paul Butcher, Gavin Blackmore, Toby Manns.

Chair's Opening Remarks. The Chair apologised for the delayed start and said that as much of the meeting as possible would be given over to our guest, Alison Maclean.

Alison Maclean The bulk of what Alison had to say focussed on the India Development Centre (IDC). There had been two meetings with the Bank regarding the IDC, attended by herself, Andrew Hall (Chair of the GT Committee) and Jan Koszuta.

The two main things to come out of these meetings were firm reassurances that the Bank was not involved in offshoring and that there would be no UK job reductions as a result of the creation of the IDC.

The Bank was going global including expansion into Singapore and Hong Kong and was looking at the feasibility of supporting this from the UK.

The meeting was concerned that, despite these assurances, the Bank was introducing offshoring by the back door.

The Bank had also said that it was not treating staff in India any less favourably than in the UK.

The meeting felt that there would be a need to get more / further reassurances from the Bank on the whole issue of offshoring and its activities in India and to make it as plain as possible that the Union was continuing to monitor the situation.

There was considerable discussion of the restructuring which was under way and 'job shift'. A key question was how much job content was actually changing and how suitable some staff are for the change of roles being imposed upon them. Were suitable alternative roles really being offered? ITD Strategy needed to have more facts and figures attached to it. **AM** to seek more information in this respect.

Peer Group Relativity. This was likely to be noticeably more subjective in operation within GT than say, Retail, where there is a very large field for comparison. Roles there are not confined to very small numbers of staff making it not too difficult to make a reasonable comparison of the performance of one member of staff with another undertaking the same job. This, the meeting felt, cannot really be said to apply in GT. **AM** to monitor problems arising from the application of Peer Group Relativity in annual assessments.

Individual Issues. Two specific issues were raised, relating to pensions and the transfer of a job which, it was agreed, would best taken up with Alison Maclean outside the meeting.

Staff Opinion Survey. There was brief discussion on the value of the survey and the possible warping of results. It was felt that, if staff were coerced into completing it, anyone pressured was more likely to give adverse responses, something the Bank presumably didn't want.

Date of Next Meeting. Tuesday, 23 October, 12:30 – 13:30, Conference Room 1, A/2 Core.

_____ Chair _____ Date