



HFC - THE VOYEUR EMPLOYER?

Amicus members within HFC have asked for our opinion upon HFC's "Employment of Relatives" policy; Amicus are shocked at the implications of a policy which goes FAR beyond most policies of it's kind and what you might expect....

A Relative Problem

"Relatives" are forbidden from working in the same department, however HFC's definition of what constitutes a "Relative" is very loosely defined, and appears to include the innocent platonic love of two colleagues.

Basically, any two staff that are bonded by love are banned from working together. The Bank offers no explanation as to why it distrusts love in it's workplace.

HFC accept that an employee may become "close" with another ... "and voluntarily create a situation which contravenes the policy"

It is unclear at what point management must be informed of a relationship between two colleagues. Is your first kiss the time to be thinking about dropping management an email?

HFC also want to know if you move in with a colleague.

A 'Close' Call

The Bank makes clear it must know about any "close" relationship between two staff. The Voyeur Employer wants to know about the sexual & platonic lives of "close" colleagues, without shame, the Voyeur Employer offers no explanation for it's behaviour.

Astonishingly, the following happens when HFC find out...

**HFC, "The employees concerned must be counselled by their Manager and Human Resource Representative.....
....Every effort will be made to avoid one partner having to seek alternative employment".**

Amicus - in confidence, would like to hear from anybody who has been "counselled" in this way.

"Disclosure" - What you need to know

Under the heading "Disclosure", the policy continues to go further than you might imagine...

HFC, "A new or current employee must disclose any new family relationship by marriage or the development of a close relationship.....Where an employee fails to do this it



will be regarded as grounds for disciplinary action up to and including dismissal."

Taken literally, this section of the policy demands details of staffs sex lives with non-colleagues! Amicus hope this is merely poor drafting by the Voyeur Employer.

Managers beware !!! **HFC, " Any Manager who enters into an inappropriate relationship of a sexual nature with a direct report will be subject to disciplinary procedures up to and including dismissal."**

Amicus gravely doubts that HFC managers / supervisors want or need their employer to double-up as a moral guardian in this way.

Amicus comment

Little wonder HFC are getting dubbed "The Voyeur Employer". They're clearly overstepping the mark of decency when it comes to what they need to know about staffs' personal and private lives.

Falling in love is one of the great gifts of life. HFC have no right to interfere.

Their hostility against same-family staff working together is alien to the British way of life. Amicus would like dialogue with HFC's Chicago bosses to better help our understanding of what the Bank thinks that it is doing.

HFC intolerance of "close relationships" at work is against everything decent, ordinary working people stand for. HFC workers are not machines. We all of course naturally develop real and lasting friendships (and sometimes more!) at work. If HFC don't like this, then it is the Bank that needs to change, and not the staff !!




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IN HFC BANK

People should not feel afraid of being caught.

People should not have to hide a friendship or relationship from management.

People should not have to disclose details of their private lives to the Bank.

The right to privacy and to a private life is enshrined in the Human Rights Act.

Legal rights are clearly not much help, not unless you have Trade Union membership to enforce them.

For too long, HFC have been free to impose whatever crackpot staff policy they want.

Now Is The Time For Union Recognition

If sufficient staff join Amicus, "Union Recognition" will mean that future policies will be negotiated rather than imposed. It will mean the independent voice of the staff getting a seat at the table of talks on pay, shift allowance, paid breaks, targets, staffing levels, offshoring and all other conditions.

HFC staff remain short-changed for as long as it takes for us to secure "recognition".

The people of this country are free. This HFC policy is an affront to your freedom.

- It's time to assert your freedom.
- It's time this and other nonsense such as miserable sick pay was challenged.
- It's time to have the proper Union you are allowed by law to have.
- It's time for an independent voice for the staff
- It's time to be represented collectively
- It's time for Amicus

Not a member?

Join on line at www.amicustheunion.org or call 0121 569 8900 for a form.

JUST FOR FUN COMPETITION TIME !!

Amicus has a framed copy of the HFC "Employment of Relatives" policy for one lucky winner.

With a little bit of Amicus magic, the line **"The Employees concerned must be counselled by their Manager and HR Representative"** - has been specially highlighted for your enjoyment. The prize has already brought tears to the eyes of grown men.

To win, send Amicus a short HFC related song lyric or poem that you feel is apt.

Send to Rick Coyle at Amicus, Terry Duffy House, Thomas Street, West Bromwich B70 5NS.


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