

LLOYDS TSB JNC UPDATE

As part of our right to negotiate and consult with LTSB on terms and conditions and employment policies, Unite meets the Bank monthly at what is known as the Joint Negotiating Committee (JNC).

This is the forum where topics concerning the whole LTSB Group are debated whereas business specific matters are discussed at other meetings with relevant business leaders and HR people. At present these meetings just cover staff in LTSB (including Scottish Widows and C&G) and similar meetings take place for HBOS colleagues. Ultimately we anticipate there will be a Lloyds Banking Group forum for such matters. A number of issues which we would usually debate at JNC forums and/or which we have previously tabled (such as our claim for increases to Deputisation Payments) have been put on ice pending HBOS integration work but we still plug away with as many issues as we can.

The JNC meetings are attended by a full time union officer and elected reps from the LTSB National Company Committee. The current members of this team are:

- Rhianne Parsons (GI) rhianne.parsons@lloydstsb.co.uk
- Jane Revell (Community Banking) jane.revell@ntlworld.com
- Julian Creighton-Williamson (Commercial) juliancw@btinternet.com
- Ray Boreham (Group Ops Payment services) raymond.boreham@lloydstsb.co.uk
- Dale Edington (Direct Banking) dale.edington@lloydstsb.co.uk
- Marius Pelser (Scottish Widows) marius.pelser@scottishwidows.co.uk

2008 BONUS PAYMENTS

Staff who benefit from the general annual bonus schemes in LTSB (i.e. those not on local sales related

bonus schemes) will be aware that there was less in the pot to go around this year than previously due to business performance in 2008. Different business areas got 50-66% of the money which would have been generated for On Target performance.

Different business areas have issued guidance on how allocating managers should distribute this money emphasising that the higher performers needed to be rewarded more than those rated "met".

At the JNC meeting Unite expressed the view that there needed to be checks and balances to ensure staff were treated fairly and we were particularly concerned about those rated "Met" where it appears decisions were being made about who is a "Strong met" and therefore deserves a bonus, as opposed to others rated "met" who may not.

We have asked for copies of any guidance issued to allocating managers in the different areas so that we can advise any members who contact us with concerns that they may not have been treated fairly.

Meanwhile it is vital the staff insist on an explanation from their manager as to how bonus decisions have been made and Unite members can seek our assistance if they wish to make a formal appeal/grievance about this.

Unite also put it to the Bank that there needed to be a clear formula in place so that staff knew what they were working towards in 2009 and also reminded them that it was part of Unite's pay claim to seek equality of bonus opportunity across the grades.

Remember that currently the more senior you are the greater percentage bonus you get for the same performance level.

HOLIDAY PAY AND SICK LEAVE

There has been a long running legal case which has recently been decided by the European Court of Justice about whether workers on sick leave are entitled to paid annual leave. The court said that member states of the European Union cannot require workers to have actually worked during a given year in order to accrue their annual leave entitlement. The court also ruled that workers do not lose their right to paid annual leave at the end of the year if they had been off sick for all or part of the year and lost their job at the end of it, if the loss of the job was related to incapacity.

At the JNC Unite asked the Bank to revise its policies as soon as possible to ensure that staff off sick, during a calendar year, receive:

- Pay, equal to holiday not taken due to being on sick leave

or

- The right to carry forward all untaken leave to the next year

Furthermore we have requested that this should be their LTSB annual leave entitlement and it should not be restricted to the statutory minimum holiday allowance.

In addition, we requested that staff leaving LTSB as "good leavers" (i.e. retirement, redundancy, other agreed departure arrangements) should be entitled to pay for any leave, which they have not taken, due to being on sick leave.

We are awaiting the bank's response.

26 DECEMBER 2009

Whilst it's a long way off we have put it to the Bank that branches/offices normally open on Saturdays be closed on Saturday 26 Dec (Direct Banking units excepted) irrespective of the fact that Monday 28 Dec will be regarded as a Bank holiday in lieu of Boxing Day. The Bank agreed it would be a good idea to open up the debate on this with business areas as early as possible and will come back to us ASAP.

TRANSACTIONING ON FAMILY AND FRIENDS' ACCOUNTS

Staff were reminded of the rules regarding this back in Sept 08 and electronic filters designed to ignore minor breaches of the policy were removed in October. We therefore asked for info on the effects of this change. We were told that Group Financial Crime department do now get substantially more alerts and more staff are being considered for disciplinary action as a result, although more cases are now being dealt with at stage 1 rather than stage 2 or 3 as previously.

This indicates that staff are more aware and make fewer serious breaches of the rules but more minor breaches are being picked up.

A small number of changes to procedure are being put in place (eg. for small branches where sometimes there is no other member of staff to deal with friends and family transactions), and further information will be collated and discussed with us at the next JNC meeting. Unite's aim in all this is to ensure breaches are dealt with consistently and reasonably in all the circumstances.

It is my intention to issue updates to Unite reps and members of our e mail Communication list after each future JNC meeting. We hope you find this of interest. Please feel free to share it with your colleagues and display it on office notice boards.

We want to encourage members to contact us with feedback or indeed with any topics you wish us to raise at the JNC meetings.

You can contact:

- your local Unite rep
- one of the JNC team listed above or
- the Unite LTSB enquiry e mail
ltsb@unitetheunion.com

