

Facilities Management Joint Venture Plans Dropped

The Bank has dropped plans, which had been announced earlier this year, to enter a Joint Venture with a third party for the provision of Facilities Management services.

Having closely reviewed the benefits of a Joint Venture, which would have possibly involved outsourcing all Facilities Management staff into a new enterprise, the Bank has decided that the advantages do not sufficiently outweigh the potential disadvantages.

Instead, the Bank has discussed with LTU alternative plans to enter a formal 'partnership' with a supplier that could well avoid many of the pitfalls of a Joint Venture.

A key benefit for Lloyds TSB Staff of such an alternative arrangement would be that they would no longer face the prospect of being compulsorily transferred to work with a different employer. Senior Management has confirmed that staff would instead be able to continue to be employed by Lloyds TSB on their existing Terms and Conditions.

The new 'partnership' being investigated by the Bank could involve organising all Facilities Management activities within a single operational structure.

What Next?

The Union has met FM Senior Management several times to discuss the formulation of its plans for the future of the Facilities Management function and will be continuing to do so regularly over the coming months.

Though the risks to staff of a 'full outsourcing' if the Bank had continued with its plans for a Joint Venture have now receded, important staff issues and concerns will still need to be addressed and resolved if the Bank proceeds instead with a formal 'partnership'.

LTU will be insisting that whatever new structure is eventually adopted, staff will be no worse off than if they continued to be managed on the current basis.

As discussions continue, and the Bank finalises its new plans, LTU will continue to keep members in touch with all developments and concerns affecting staff.

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