

Scunthorpe Mortgage Unit - Improvements To Pay Agreed (Again!)

For the third successive year, pressure from LTU has resulted in substantially better pay for staff working at Scunthorpe Mortgage Unit.

LTU's successful campaigning means that all SMU staff will now be guaranteed to be paid no less than 90% of the Local Market Indicators for Bands 7 and 8, and no less than 85% for Band 6. For many staff this will result in significant increases in pay over and above what Management originally planned before LTU launched its 'Fair Pay Now' campaign.

Scunthorpe Mortgage Unit - Salary Levels		
Band	Market Indicator	Minimum Salary
8	£11,750	£10,575
7	£13,750	£12,375
7 (Protected)	£15,200	£13,680
6	£19,500	£16,575

The Union is particularly pleased to report that, in agreeing to guarantee minimum salary levels, Management has accepted that these increases will be financed by an injection of additional funds which will be completely separate from the 3% Pay Pot for 'general' cost of living and performance Pay Increases.

This is important since LTU has insisted that any increase in minimum salary levels should not be at the

expense of more experienced staff. To the contrary, this additional injection of funds should allow for more money to be available to finance increases for longer-serving, more experienced staff.

Building on LTU's Previous Successes

This isn't the first time that LTU has successfully campaigned for better pay for SMU staff:

- * In 2001, LTU successfully pressurised Senior Management to the commitment of additional funds worth an extra £100,000 for pay increases over and above the April Pay Review. This was worth an extra £1,000 for some staff.
- * In 2002, LTU succeeded in persuading Senior Management to drop plans to introduce lower Market Indicators for its staff compared to those for staff in the Scunthorpe Group of Branches.

Only LTU has the resources and commitment required to have successfully achieved such a hat-trick of pay increase successes on behalf of Mortgage Unit Staff. The Union's most recent success in its **Fair Pay Now** campaign shows just how effective LTU is and why it is more important than ever that any non-members join straightaway to help LTU in its campaigns for a better deal for all Lloyds TSB Staff.

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