

# Operating Structure - Update

As the new operating model for Group Audit continues to develop there remains a lot of unanswered questions. Not least are: the time scale for negotiating any new reward package; how promotion will be dealt with in future and the extent of travel and mobility the new system will require. These and a range of other issues of concern to members have now been taken up with the Bank at the latest of our meetings with Group Audit and I can provide some clarification as follows:

- **what will constitute my base office for travel expense purposes?**

Although I dealt with this in my last newsletter it continues to be a matter of concern and I can report that the Bank has reiterated its undertaking that whilst ultimately staff may be allocated to a new office, it will be only for resource allocation and management purposes. There will be no change to an existing base i.e. a specific office, or home and an office allocation will therefore have no implication for expenses purposes.

- **will there be enough work locally to avoid staying away from home or undertaking onerous daily journeys?**

The Bank accepts that it cannot make staff stay away from home or expect staff to undertake onerous journeys on a regular basis. It says it wants staff to feel able to say that they don't want to be away and the Bank has a responsibility to listen and respect that view. The Bank has told LTU that it is confident that there will still be enough work to do locally in all areas of the country, although the scope of the work may be broader than what staff have been used to. It believes that the Q1 schedules released before Christmas should help alleviate any concerns.

- **will the removal of staff management responsibility have any impact on grading?**

The Bank has confirmed our view that it should not to any material extent because most of the new Development Managers and Engagement Leads will still have staff responsibility.

- **will Band 5's leading audit teams involve reporting on more senior staff?**

The Bank has said unequivocally that that will not happen. Work will be allocated on the basis of skills and experience and

seniority is part of that mix. It also stressed that Engagement Leads would invariably be at Band 2, 3 and exceptionally Band 4. The Bank again sought to stress its commitment to treating staff with respect and conforming to normal reporting conventions.

- **when will negotiations start on a new pay and reward package?**

Work is under way garnering data from the Bank's chosen comparators and we expect to discuss the findings and any proposals in February.

- **with no fixed teams, how will Group Audit ensure that leave allocation conforms to Bank procedures?**

The Bank says that it doesn't believe that the bigger population will affect choices as it has the ability to, and will, schedule audit work around leave requests.

- **how will promotion operate under the new structure?**

The Bank is still working on this and it will be dealt with at our next meeting in the New Year.

- **what is Group Audit doing to ensure secondees to the Sarbanes Oxley Project reporting to external contractors are adequately covered by the Balanced Scorecard ?**

Group Audit have provided performance feedback forms to facilitate this process and it will take up any instances where staff do not believe they have had or are getting proper feedback and support from contractors.

Throughout our discussions the Bank has been keen to stress that it recognises that whilst much remains uncertain, it wants to prove by its actions and not just words that it can be trusted to deliver its commitments and take account of individual preferences and circumstances. It says it is trying to establish trust by being open and honest and wants staff to see it living up to the promises it has made.

I will keep members informed of developments.

**Members with questions or observations on these or any matters within Group Audit can contact me either by email at [Nick.Holt@ltu.co.uk](mailto:Nick.Holt@ltu.co.uk) or on 01234 262868.**

**NICK HOLT**  
Assistant General Secretary

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