

Group Audit: Homeworking & Daily Allowance Survey

Over recent weeks LTU has raised a number of important issues regarding staff management practices within Group Audit. There have also been two matters of immediate concern upon which senior management had previously failed to consult LTU: the withdrawal of Homeworking and of the Daily Allowance.

The issue of management style was discussed at a recent meeting between LTU and Senior HR Management and is due to be addressed further at a forthcoming meeting. It is essential that the Union's concerns are addressed fully and, until they are, the Union will continue to keep these issues firmly in the spotlight.

Meanwhile, shortly Senior Management will present LTU with proposals in an effort to see whether satisfactory progress can be made in resolving staff concerns over plans to withdraw existing Homeworking arrangements and the payment of the £5 Daily Allowance.

Members Advice

Until the Union's discussions with Senior Management on Homeworking and the Daily Allowance are complete, LTU's advice to members remains as detailed in our Newsletter of 21st April. This is that where staff are told they can no longer work from home but must instead report to a 'permanent base location':

- **There should be objective justification provided by the Bank for why an individual must be located at a specific base location.**

- **When the journey to the base location is beyond the Bank's Mobility Policy - that is a distance from home of more than 25 miles or 1.25 hours by public transport - then an individual has very strong grounds to refuse the transfer.**
- **Compensation should be provided for increased travel costs arising from relocation.**
- **No members should feel under pressure to agree on the spot to changes to their long established terms and conditions. If necessary, take Group Audit's proposals away for consideration and, if you need to, contact LTU's Advice Team.**

Above all, LTU urges members needing advice or assistance to contact the Union's Advice team on 01234 262868.

LTU Survey

To assist LTU in ensuring that the needs and concerns of Group Audit staff are represented most effectively, the Union is conducting a Survey.

This Survey focuses solely on Homeworking and Daily Allowances; though a further Survey on more general staff management issues will follow shortly.

All information provided by members will be treated in the strictest of confidence and used for analysis in such a way that the absolute anonymity of individual contributors will be guaranteed.

STEVE TATLOW
Assistant General Secretary

LTU Group Audit Survey

Please answer below those questions that apply specifically to yourself.

Homeworking

1. How long has your home been treated as your normal place of work?

Years	Months
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2. How far would you have to travel (each way) to what the Bank says should be your new 'normal place of work'?

Distance (Miles)
Travel Time
3. How much extra does/will it cost you during an average week to travel to and from your new 'normal place of work' (petrol, parking, etc)?

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4. Over an average four week period (excluding holidays and sickness), (i) on how many days would you currently expect to claim mileage and (ii) what would your average total mileage be?

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5. By changing your 'normal place of work', will you be entitled to any additional London Allowance and, if so, how much?

Yes / No	£
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6. What sort of car do you use for work: Bank Car, User Car or Private Car?

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7. Has the Bank offered you compensation for any financial loss? If so, please provide details below:

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Daily Allowances

8. For roughly how long have you been claiming Daily Allowances?

Years

9. How much Daily Allowance have you claimed for each of the last 3 years?

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10. Has the Bank offered you compensation for any financial loss? If so, please provide details below:

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General

11. Are you satisfied with the outcome of your one-to-one discussion with the Bank on (i) Homeworking and (ii) Daily Allowance?

(i) Yes / NO

(ii) Yes / No

Further Comments

Please add any further comments you think might assist our discussions with the Bank.

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Return either by post to LTU's Bedford Office or Fax to 01234 262821.