

# Command Centre Staff Vote "Yes"

Voting and counting in the Union's Consultative Ballot on new shift patterns and compensatory arrangements for Command Centre staff has now been completed. 58% of eligible staff voted to accept the new arrangements and 42% against. There were no spoilt ballot papers. LTU's Negotiating Team strongly recommended that the Command Centre staff should accept the new arrangements and given the positive response to our recommendation we have now formally accepted the terms on behalf of Command Centre staff.

To recap, staff in the Command Centre in exchange for agreeing changes to the shift arrangements will get:

A £500 increase in the shift premium for all Command Centre staff, rising from £7,500 to £8,000;

A £2,500 increase in pensionable pay to compensate for increased weekend working.

A further one-off non-pensionable payment of £1,250 for those staff who are working more weekends.

Following agreement, the new shift patterns and compensatory arrangements will take effect from 1st July 2003, with the one-off payment also being made that month.

As part of our long discussions on these new arrangements, which have taken many months and seen the direct involvement of four Command Centre staff in framing the proposals, one should not lose sight of the fact that in April Command Centre staff received average pay increases of 6.5%, more than any other group of staff in IT.

## Key Issue For The Future

LTU is shortly to begin negotiations on the future of Shift Pay across the whole of the Lloyds TSB Group.

As we have said previously we believe that the current framework for making shift payments is fundamentally flawed and is in need of a complete overhaul now, particularly given the current Shift Pay Protection arrangements are due to run out for many staff in 2006. Time is critical and we have asked the Bank to expedite those discussions to allow for proper negotiations with LTU.

Members will be aware that unless substantial improvements can be agreed before 2006 then many staff face the prospect of substantial cuts in their pay. That is something LTU is not prepared to contemplate.