

18th June 2004

Lloyds TSB - Group IT

New IT Salary and Grading Structure Delayed

The new pay and grading structure for Group IT was due to be implemented on the 1st July 2004. IT staff were also due to be told the outcome of the grade alignment process at 1 : 1 interviews which were due to begin on the 21st June. The implementation of the pay and grading structure and the 1 : 1 interviews have been postponed until further notice.

Group IT are currently undertaking a further review of the results of the grade alignment process to ensure that they are consistent across Directorates and that staff are being treated fairly. LTU is involved in that review. We expect to be able to report back to members on the results of that review shortly.

LTU has said repeatedly that the Career and Performance Framework element of the Improving IT Programme will only be successful if staff feel that they have been aligned to the new grading structure fairly. If staff feel that they have been treated unfairly, or we see a wholesale downgrading exercise in order to save money, then Group IT will just be creating a new set of problems.

More Time To Act

The accountabilities, competencies, skills, knowledge and experience expected at each grade in both the managerial and specialist career paths are set out in the grade criteria that have been published on the Group IT intranet site.

In our last Newsletter we advised staff to identify the grade criteria which best fit their current roles and those criteria above and below their role. Staff should remember that they don't need to meet all of the grade criteria for them to apply to their current roles, but they will need to show that at least the majority apply.

Staff should have at least some idea of their career paths, skill tracks and the grade criteria which best fit their current roles before they meet their line managers, whenever that is. Members should be preparing for those interviews now.

LTU Agrees 2% in July

In the meantime, we have agreed that those staff who are currently at 83% of the primary zone and who would have expected to be moved to 85% of the zone in October, will get the 2% uplift in July.

Mark V Brown
Assistant General Secretary