

New Grading Structure For Group IT

In my last Newsletter I said that one of the main drawbacks of the current 4 band grading structure was the lack of career progression it offered to IT staff.

This problem had manifested itself in staff being incorrectly graded for their level of contribution and responsibilities; particularly at Band TD when they should be TC, and TC when they should be TB. This

problem, which we have highlighted consistently in our discussions with Group IT, has got worse over the last 12 months because the number of promotions has been reduced so significantly.

In our pay negotiations last year we suggested that this problem, which is inherent in all broad-banded pay structures, could be overcome by introducing more Bands. Following our discussions on the People and Cultural Implications of the 'Improving IT' Programme we have agreed to increase the number of Grades to 8, labeled A-H, for all staff in Group IT including those IT staff in the C&G. There will remain a Band 1 level within the new structure. This new structure will be effective from 1st July 2004.

For each new grade there will be a set of grade criteria which will detail the accountabilities, skills, experience and competencies required of staff at that level. In theory that should provide IT staff with a clearer picture of career progression. The new grading structure will be split into two distinct career paths - managerial and technical. However, that said it is acknowledged by Group IT that for a larger proportion of staff the main route to career advancement will be through the managerial career path.

Job Families

As can be seen from the table overleaf the number of job families will also be changing from July. The new job families, which will be called 'Skill Tracks', are as follows:

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**Readacross is Key
Scottish Widows &
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- Technology Design and Architecture
- Business Analysis
- Solution Delivery
- Service Operations
- Technical Services
- Programme and Project Management
- Relationship Management
- Business Management

Readacross Exercise Is Key




The importance of the readacross exercise cannot be overestimated given the potential impact it could have on salaries and benefits. Moreover, given what we have already said about staff being undergraded relative to their contribution it is important that this exercise is carried out thoroughly, transparently and that staff who disagree with their allocation to one of the new Bands get an opportunity to use an agreed appeals mechanism. We are still discussing with the Bank the role allocation process and appeals mechanism.

Our discussions on the new salary structure, promotions policy, and bonus structure which will complement the new Bands are continuing and I will keep members informed of developments.

Scottish Widows and Offshore Banking IT Staff

The position of IT staff in Scottish Widows in Chatham and Edinburgh and Offshore Banking is still being discussed and we expect to make an announcement shortly. The likelihood is, given the number of IT staff involved, that both these Business Units will follow the new Group IT model.

Members with any questions can contact the Union's Bedford Office as follows:

 01234 262868 24 Hours Advice Line	 24hours@ltu.co.uk	 Fax No: 01234 262821
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Career and Performance Framework For Group IT

