

11th July 2005

Group IT

The 10% World Of Group IT

IT staff will now have had the opportunity to consider the implications of Igor Andronov's note regarding the Group's Performance Improvement Policy.

Much of what Group IT have said in its communication we support, but Igor undermines his positive messages about Performance Improvement Plans being a support mechanism designed to help improve individual performance by insisting, contrary to what is happening in every other part of the Group, that 10% of IT staff must go through the PIP process in any given year.

By focussing on a meaningless 10% target, which doesn't even relate to the 14% of staff in Group IT who are rated as 'partially meeting' expectations, the PIP process becomes a numbers game driven from the centre. For example, if by November the numbers of IT staff who have been subjected to PIPs during the course of 2005 is only 6% then line management will be scrambling around for the rest of the year looking for potential PIP victims in order to meet their 10% target.

Group IT's '10% World' also assumes that rankings are comparable from one division to another: being the third best employee in one division is not the same as being the third best employee in another. Rankings have no absolute meaning. All IT staff in one division may be high performers, but ranking will force some staff to be labelled poor performers. The opposite may be true in another division.

LTU has always supported the principle that the Bank must take seriously cases where there is clear underperformance by an individual. The Union also accepts that circumstances may arise where the standard of an individual's performance is such that a downgrading or even dismissal may be justified. However, what we are not prepared to accept is that such a process is driven by a target for PIPs which has been put in place simply to show Eric Daniels that underperformance is being tackled in Group IT.

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IT Pay Ballot Results

Voting and counting in the Union's consultative ballot on IT pay has now been completed and the results are as follows:

Total ballot papers returned: 15%

Question 3:

Do you support LTU's rejection of IT Pay 2005?

Yes: 92.86%

No: 7.14%

Question 4:

Do you agree that LTU should ballot its members on industrial action?

Yes: 74%

No: 26%

Although the ballot has produced a majority of members in favour of being balloted on industrial action, the Union's IT Committee is clear that this majority is by no means large enough to allow it to call on members to be balloted on industrial action. When we undertook the consultative ballot LTU's Group IT Committee said that it would not call for members to be balloted on industrial action unless a substantial majority of the overall membership voted in favour.

The reasons for this are important. Our previous experience has shown that there is no point in undertaking an industrial action ballot unless there is a strong likelihood that it will be successful. A much larger majority of members than have voted in this ballot would be needed in order to win an industrial action ballot.

The Way Forward

That so many IT members have registered their rejection of the new pay system is a clear warning to Group IT and one which Senior Management ignore at their peril. The issues for next year are clear and we will be making sure that Group IT has a pay pot that is capable of ensuring that staff move into the 'market' zone. The fight to ensure that all staff in the 'high performance' zone get an increase they deserve will continue until the Group changes its grotesque policy.

Mark V Brown
Assistant General Secretary