

# Registrars: Staff Deserve Fair Pay

Low Pay  
Unjustified

**Fair Pay Now**  
For Registrars

Time To Join **LTU**

**L**TU is pressurising the Bank to halt its policy of low pay for Registrars Staff and is launching a '**Fair Pay Now**' campaign.

**Despite Worthing (in particular) being an expensive place to live and work, the Bank has pursued a policy of imposing unacceptably low pay on Registrars Staff.**

The facts speak loudly for themselves:

- The Bank cut most Registrars Local Market Indicators last year. In the case of Band 7 staff in Worthing, these were slashed by £1,700 (11.1%).
- The current Band 8 Market Indicator for Worthing, at £11,500, is not only one of the lowest in the entire country, but is just £50 more than it was almost four years ago in April 1999.
- The Market Indicator for Registrars' BRC in Kings Norton, is £350 less than for most other staff working in Birmingham. This cannot be justified.
- Registrars Management have refused to match the Branch Network's guarantee that no Band 7 and Band 8 staff will be paid less than 90% of the Market Indicator. This means that staff are assured of being paid no more than the absolute minimum for their grade.
- Even though Registrars Staff are managed around

artificially low Market Indicators, the Bank is even failing to move pay adequately towards these.

- Though according to Bank Guidelines Brighton is considered to be in the same travel to work area as Worthing, staff there have Market Indicators which are £1,500 (or 13%) higher.
- Since April 1999, whilst the Band 8 Market Indicator in Worthing has increased by just 0.4% (£50) - and that for Band 7 cut by 8.5% (£1,250) - inflation has risen by 7.9%, UK average earnings by 13.7% and average house prices in the Worthing area by 78.9%. It is therefore hardly surprising that many staff complain that they are struggling to afford to live on their low salaries.
- With house prices continuing to rise rapidly within the Worthing area (they are 60.1% above the average for England and Wales; 77.0% more when excluding London), the Bank's refusal to move salaries to a fair level (the Market Indicators are amongst the lowest) has condemned many staff to possibly never being able to afford to buy their own homes.

**LTU believes that low pay in Registrars must not be able to continue any longer and is launching a 'Fair Pay Now' campaign for staff to support to maximise pressure upon the Bank for real improvements.**

# Low Pay Unjustified

Lloyds TSB is one of the most successful companies in the United Kingdom. It made a profit of £1.6 billion during the first six months of 2002. Registrars, in turn, is a very profitable part of the business, receiving recognition last year for its excellent contribution to the Bank's profitability.

**There can therefore be no justification whatsoever why Registrars Management refuses to guarantee that its staff will be paid any more than the minimum wage of £5.55 per hour being campaigned for by the well respected Low Pay Unit.**

In fact the Low Pay Unit's eventual goal is a minimum wage of £7.41 per hour; equivalent to just £14 a year less than the Market Indicator for Band 7 staff in Worthing. And of course many of these experienced staff are paid well short of the Market Indicator!

Registrars Staff are typically paid below what the Low Pay Unit considers to be "a level of income that is deemed necessary to provide for a household's basic needs" given that its figures are based on an average 37.8 hour week; equivalent to almost three hours extra pay (8%) every week.

## Cost of Living

Research by one of the leading pay research organisations, 'Reward', certainly shows that low pay in Registrars cannot be justified on the basis of cost of living.

In fact, according to Reward's figures, to match the same standard of living possible in Bristol - where the Bank's Head Office is based - then Registrars Staff would need to have the following Market Indicators:

- Worthing Band 8 - £15,390; Band 7 - £17,550
- Birmingham Band 8 - £14,677; Band 7 - £16,737
- Edinburgh Band 8 - £14,962; Band 7 - £17,062

In each case, Market Indicators for Registrars Staff are well below the levels required to match the standard of living of colleagues working in Bristol.

In other words, staff working for Registrars - and in Worthing in particular - are treated as 'the poor relatives' within the Bank.

# Campaign For Fair Pay Now

It is wholly unacceptable that Registrars Management should be forcing low pay on its staff.

Not only does low pay affect staff in Bands 7 and 8, but it undoubtedly has a 'ripple effect' for staff in all grades and experience working across Registrars.

## Enough is enough.

LTU is insisting that Registrars Management must no longer be able to get away with paying its staff too little and that, to rectify this, the Bank must:

1. **Guarantee that all Registrars Staff, including new entrants, are paid no less than 90% of the appropriate Local Market Indicators.**
2. **Backdate these increases to April 2002 for all staff employed by Registrars since the beginning of 2002.**
3. **Not only increase all Market Indicators to above their 1999 levels, but increase these at least in line with increases in average earnings.**

**In the case of Worthing, this should mean Market Indicators being set to at least the following minimum levels for 2003, depending upon whether staff were employed by the Bank before or after 1st April 2001:**

Proposed Market Indicators - Worthing		
	New Staff	Pre-1/4/01
Band 8	£13,020	£13,360
Band 7	£15,020	£17,280

4. **Market Indicators should be moved progressively higher over subsequent years to reflect higher local cost of living, as detailed on Page 2.**
5. **Over and above any Pay Pot and average Pay Increases awarded by the Bank in April, inject considerable additional funds to raise the salaries of longer-serving and experienced Registrars Staff far closer to their Market Indicators.**

## Time To Join LTU

LTU already represents the majority of staff working at Registrars.

**But the Union needs the maximum possible support of staff if it is to succeed in forcing Management to pay staff fairly. That it is why it is important that all remaining non-members join LTU straightaway.**

LTU has already previously had important successes in its pursuit of better pay for Registrars Staff. Last year it succeeded in winning individual pay grievances on behalf of members which resulted in significant pay increases for a number of Registrars Staff.

What is more, there can be absolutely no doubt whatsoever that (1) only LTU has the resources, commitment and experience to effectively represent Registrars Staff and (2) only LTU has a successful track-record of actually achieving Pay Increases for Registrars Staff.

**To assist LTU in successfully campaigning for 'Fair Pay Now' for Registrars Staff it is therefore essential that all remaining non-members join the Union straightaway.**

**STEVE TATLOW**  
Assistant General Secretary

### LOW PAY IN REGISTRARS: 1999 TO 2003

Location	Band	Market Indicator		Change Between April 1999 and Present			
		1999	2002/3	Change	RPI	Av. Earnings	House Prices
Worthing	B8	£11,450	£11,500	+0.4%	+7.9%	+13.7%	+78.9%
	B7	£14,750	£13,500	-8.5%	+7.9%	+13.7%	+78.9%
Birmingham	B8	£11,450	£12,650	+10.5%	+7.9%	+13.7%	+65.6%
	B7	£14,750	£14,650	-0.7%	+7.9%	+13.7%	+65.6%
Edinburgh	B8	£11,450	£12,500	+9.2%	+7.9%	+13.7%	N/A
	B7	£14,750	£14,500	-1.7%	+7.9%	+13.7%	N/A