

LTU Agrees Extra Payments For Displaced FC's

Last Thursday LTU met the Bank to continue our discussions on the salesforce reorganisation. At that meeting we discussed all aspects of the reorganisation including the redeployment of financial consultants outside the top 1000 into other roles.

One of the areas we discussed was the issue of gardening leave for those consultants outside the top 1000. LTU was concerned that some consultants had been told they were no longer wanted and should stay at home until either they were selected for an alternative role or were made redundant. In all our discussions on the reorganisation, the Bank has said nothing to disabuse us of our belief that sellers would continue in their present roles until either they left through voluntary redundancy or were made compulsorily redundant on the 8th July.

On the day after the meeting with LTU financial consultants outside the top 1000, regardless of whether they had opted for voluntary or compulsory redundancy, received a letter from their Regulated Sales Managers telling them to attend one-to-one meetings and to take with them the following items: Laptop Computer, including carry bag, printer and all cables; Business Cards; FBR/Business Logs; Key Fob; Bank keys; Name Badge; LTSB All Customer Listings; Paper Diary.

LTU's negotiating team can say categorically that at no stage in our discussions did the Bank say that financial consultants would be deregulated, stripped of their LTSB possessions and the ability to enhance their earnings for the next month. If they had, then they would have been in no doubt about LTU's position on this point. Consultants' individual bonus schemes form part of their contracts of employment and until those contracts are terminated by either the Bank or individual consultants themselves, they must remain in force.

Under this policy the biggest losers would have been Black Horse Consultants again. Not content with giving them a pittance when they are made redundant, £1,950 for 7.5 years service compared to £17,307 for a consultant on the new FC terms, the Bank is now denying them the opportunity to enhance their earnings in the last month through bonuses.

Following discussions with LTU the Bank has now accepted that its policy of deregulation could be seen as disadvantaging those financial consultants outside the top 1000. LTU and the Bank have now agreed that those consultants who were deregulated on the 27th May will receive the bonuses they earned in the first 6 weeks of Q2, which covered the end of the tax year, for the second 6 weeks of Q2 when they are effectively on gardening leave. We are also aware that a small number of consultants had their lap tops taken off them in early May and they should receive pro rated payments from that date.

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