

# Improvements Agreed To PBIFA Package

**A**s a result of feedback from members and further discussion with the Bank I am pleased to report that a number of improvements to the new Private Banking IFA (PBIFA) package have been agreed.

The improvements agreed cover three main areas.

- **Former PLPs in PBIFA roles will now receive five times the first year AMS fee towards their insurance commission target. This will be backdated to 6 May 2003 for AMS cases signed up in Quarter Two.** This change is aimed at avoiding a conflict of interest in relation to insurance sales for this group of sellers who previously concentrated on insurance sales.
- **PBIFAs are now to be rewarded for the entire balance placed to the capital account following an AMS sale.** This is aimed at resolving a potential conflict of interest in relation to sales outside the AMS portfolio that would otherwise go unrewarded.
- **Greater flexibility is to be allowed in the choice of salary level under the new reward package for PBIFAs whereby, if certain performance criteria are met, sellers will have the option of electing**

**to move up to two salary levels higher than their current salary.** This will address the concerns of those who felt that the system previously announced restricting choice only to one level above current salary did not provide sufficient motivation for established high performers.

## Travel Expenses

Many PBIFAs are aware already of the negotiations between LTU and Wealth Management over the issue of travelling expenses and the changes which the Bank proposes to make following the introduction of the new role.

The change the Bank is seeking to introduce involves PBIFAs continuing to work from home as they have done historically but claiming expenses from a notional base office, normally the nearest PBO. In many cases this will be to the severe financial detriment of the staff concerned who under this proposal would have to deduct the cost of travelling to their supposed 'base' from any expenses claim.

Our negotiations with the Bank on this issue continue and I will keep members informed of developments.

**NICK HOLT**

Assistant General Secretary

