

Today's Announcement

Members will now be aware of the Bank's plans to sell Registrars to Advent International. The Bank has told LTU that it hopes to complete the transfer by the second half of the year.

As I have previously advised members it is not only the business itself that transfers to the new company but also all the staff employed by it. Therefore this sale will involve the Transfer of Undertakings (Protection of Employment) Regulations, more commonly known as TUPE. These were introduced in 1981 to help protect the rights of employees where there is a change in their employer.

The main objectives of the law are to:

- ensure that the recognised unions of staff to be transferred (i.e. LTU) are informed and consulted on the proposed transfer and its impact on staff.
- ensure that the contracts of employment of staff are transferred automatically between employers and their terms and conditions protected.

The TUPE Regulations provide the following protection for employees transferred between employers:

- *Existing contracts of employment transfer to the new employer. Once the transfer is complete these can only be changed by mutual agreement.*
- *The period of employment with the Bank is treated as continuous service, once staff transfer from the Bank to the new employer. Rights and benefits relating to the period of continuous employment remain; such as for redundancy, unfair dismissal, etc.*
- *Any employees who are dismissed for a reason connected with the transfer can claim unfair dismissal.*

It is particularly important that staff bear in mind that the Bank has previously argued that, in terms of remuneration, only basic salary is transferred to the new employer. The Bank may seek to argue that staff are not entitled to an amount equal to the Flavours scheme or participation in the Sharesave Scheme. In other words, staff transferred from Lloyds TSB to another employer could suffer cuts in their spendable income, unless LTU successfully negotiated proper compensation.

LTU has considerable experience of representing staff affected by outsourcings from Lloyds TSB and in the coming weeks will ensure members are fully aware of their rights and entitlements and how our negotiations are progressing. Of course, any member needing more information on their legal rights should telephone LTU's Advice Line on 01234 262868.

To ensure staff are represented fully during negotiations from every location and at every level, the Union will be seeking a number of additional members to act as representatives on behalf of staff. Any members wanting to be part of the Union's negotiating team should contact me either on 01234 262868 or by email Nick.Holt@ltu.co.uk

LTU already represents the majority of Registrars staff but it is imperative that now a transfer is taking place we are able to negotiate on behalf of as many staff as possible. I would urge all members to encourage as many of their colleagues who are not yet members to join without delay. This can be done either by completing the application overleaf or for immediate membership by phoning the Union's office in Bedford on 01234 262868.

I will keep members informed of developments.

NICK HOLT
Assistant General Secretary

