

# TUPE Transfer - First Tranche Of Terms Agreed

In my last newsletter I reported that we had started talks with the Bank regarding the transfer of Lloyds TSB Registrars to Advent International. As that stage our discussions concentrated on the strategic rationale for the sale of the business and how and why ultimately Advent was chosen. I also said that whilst I did not expect there to be any piecemeal announcements of the transfer terms once our negotiations started proper, we were nevertheless working with the Bank to see what, if any, policies could be confirmed as transferring in their totality before negotiations on more complex / problematic areas commenced.

That initial work is now complete and I can report that agreement has been reached on a range of policies that will simply be lifted in their entirety from the Bank. These include the Grievance and Disciplinary Policies, Union Recognition, Overtime, Hours of Work including Flexitime and the Holiday Policy including the Holiday Banking Scheme. The full list of policies agreed is as follows:

- **Mobility**
- **Notice to terminate employment**
- **Grievance Policy**
- **Disciplinary Policy**
- **Equal Opportunities Policy**
- **Smoking Policy**
- **Shift working**
- **Overtime**
- **Territorial allowances**
- **Competence framework**
- **Professional Qualifications**
- **Hours of work – including flexitime**
- **Compassionate and emergency leave**
- **Holidays – including the Holiday**

## **Banking Scheme**

- **Life event leave**
- **Trade Unions**
- **Long Service Awards**
- **Initial period of service**
- **The Sabbatical Policy.**

Negotiations on the more complex / problematic areas such as Pay and Pensions can now get underway and I will report again to members once a full picture of the proposed transfer terms have been established.

## **A Real Influence**

LTU will be recognised by Newco for both individual representation and collective bargaining. This is vitally important as it is one thing to negotiate a set of terms to apply on the date of transfer and quite another to ensure they are not then diluted going forward.

Continued recognition means that members transferring to Newco will still have access to independent, professional advice and assistance but our success in safeguarding staffs interests can only be assured by having a strong voice. And very simply it will be the number of members in Newco we represent that will determine the strength of our negotiating position.

Whilst LTU represents already the majority of Registrars staff it is important every member do all they can to encourage their colleagues who are not yet members to join without delay to add weight to our negotiations and to ensure we have a real influence in Newco. New members can join either by completing the application overleaf or by phoning the Union's office in Bedford on 01234 262868.

**NICK HOLT**  
Assistant General Secretary