

16th May 2005

All Members Newsletter

Majority Call For Industrial Action Vote

Voting and counting in the Union's Pay 2005 consultative ballot has now been completed.

The results of the ballot are as follows:

- Total ballot papers issued: 29,665
- Total ballot papers returned: 12,826 (43.24%)
- **Question 4: Do you support LTU's claim?**
Yes: 12,462 (97.16%) No: 364 (2.84%)
- **Question 5: Do you support LTU's rejection of Pay 2005?**
Yes: 12,326 (96.1%) No: 500 (3.9%)
- **Question 6: Do you agree LTU should ballot its members on industrial action?**
Yes: 11,806 (92.05%) No: 1,020 (7.95%)

Industrial Action Ballot - Members to Decide

The Union's General Council, which is empowered to ballot members on one or more forms of industrial action, met last week at a special meeting to discuss the results of the ballot. General Council has overwhelmingly approved the terms of LTU's ballot and the forms of industrial action to be put to members.

In my last Newsletter I said that General Council had a number of possible options open to it and they have decided to ballot members on industrial action. More details will be sent to members in due course.

To join call 01234 262868... today!

The Government's rules on the conduct of industrial action ballots are highly restrictive and LTU will be seeking legal advice at every stage of the process. Notwithstanding that, we need to act quickly and we expect to despatch ballot papers to members at their home addresses within the next few weeks.

Why We Rejected The Pay Pot

In recent years the Bank has said that its policy on pay has been driven by the market and the 'rate for the job'.

What we want the Bank to do is deliver on its own policy and pay fully experienced and competent staff their 'market rates'. Yet again the Bank's pay pot will not allow it to meet that policy. There are no proper guarantees that staff who should be paid the rate for the job will be. **In fact, the Year Zeroists running the Bank's policy have even started to renege on the commitments on salary progression they gave to staff last year.**

And yet again experienced staff already paid above the market rate will see their pay relative to the market rate deteriorate again this year.

LTU's Claim For Pay 2005

- Movement from the 'primary' zone to the 'market' zone in 1 year for Bands 8 and 7 and 2 years for Bands 6 to 2.
- Staff in Bands 8 and 7 should move to the market indicator, or rate for the job, in no more than 2 years.
- Staff in Bands 6 to 2 should move to the market indicator, or rate for the job, in no more than 5 years.
- All staff regardless of their zonal positions should get the increases in the market movement for their Band automatically. This does not breach any equal value legislation, the reason the Bank gave for not doing it.
- If the new reward package and balanced scorecard approach to performance management are to work, there must be a direct link between the new performance management ratings and pay.

Any Questions On The Ballot

Members with any questions on the results of the ballot or on the next stage of LTU's pay campaign should contact the Union's Bedford Office on 01234 262868.

Mark V Brown
Assistant General Secretary