

LTU & Bank Set Up Joint Working Party

In a previous Newsletter entitled 'The Camberley 9' we referred to the case of 9 staff in Camberley Group who had failed to follow procedures for cheques paid in over the counter and were disciplined.

The levels at which the disciplinarys were held were hugely disproportionate with 7 members of staff being dealt with at stages 3 and 4. Following representation from LTU the cases were either dropped or the disciplinary level was reduced. There are similar cases like this going on across the country and many of the cases we are dealing with involve members of staff who have been in the Bank for many years and have no previous disciplinary records. In the cases we are dealing with there is no question of fraudulent activity on the part of the members of staff but some Line Managers seems intent on using the disciplinary procedure not only to punish the individual members of staff but to also send messages to all staff that mistakes involving money will not be tolerated however they are made.

The fact is that most of these cases could have been dealt with through informal warnings, which they can now following our agreement on a revised disciplinary policy, and should only really have been treated as gross misconduct if the offence was repeated.

LTU and the Bank have agreed to set a joint working party to look at the consistency and fairness of the application of the disciplinary policy. One of the terms of reference of the Working Party will be to determine whether line managers need greater guidance on the appropriate use of the disciplinary policy and help to understand that some practices

can be dealt quickly by using the informal process for minor issues. We will also be looking at the application of the policy to ensure that it is being used consistently, in terms of the stage staff enter the process and the outcomes that are reached, across the Bank.

Get Advice Now

Being subject to the Bank's disciplinary procedures is a serious issue which could eventually result in dismissal. Members, and only members because we will not represent non-members, need to contact us at the first hint of an issue arising. It is better when the problem arises rather than waiting and hoping it will come to nothing. If you anticipate even a possible problem contact the Union's Advice Team immediately. Do not assume that the problem will go away or that you can deal with it on your own. Our advice and assistance, especially in disciplinary cases, can be more effective if we are approached before the process begins.

Members will be assured that any requests for advice or assistance will be dealt with on a completely confidential basis **by Officials who work totally independently of the Bank and who have an established track record in resolving personal problems.**

If any criticism is levelled against you for any reason in the future, seek advice on how to proceed by contacting LTU's Advice Team on 01234 262868 or by emailing us at 24hours@ltu.co.uk.

Mark V Brown
Assistant General Secretary



Membership Application

LTU, St John's Terrace, 3-7 Amphill Street, Bedford MK42 9EY Tel 01234 262868 Fax 01234 262821 www.ltu.co.uk 24hours@ltu.co.uk

Title

Surname

Forename(s)

Home address

Postcode

Date of birth

Payroll number

Branch/Office/Dept

Location code

Home telephone

Work telephone

Personal Email address

Work Email address

Job title

Pay band

Date of joining group

Vassar Smith Fund

The Vassar Smith Fund is a registered charity which provides support and financial assistance to current, retired and former members of staff and their dependants.

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Originator's Identification Number

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1. Name and full postal address of your Bank or Building Society

To: The Manager

Address Bank or Building Society

Postcode

2. Name(s) of account holder(s)

3. Branch sort code

4. Bank or Building Society Account Number

5. Lloyds TSB Group Union reference no.

6. Instructions to your Bank or Building Society. Please pay Lloyds TSB Group Union Direct Debits from the account detailed on this instruction subject to the safeguards assured by The Direct Debit Guarantee. I understand that this instruction may remain with Lloyds TSB Group Union and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

The Direct Debit Guarantee This Guarantee should be detached and retained by the Payer.

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