

# Tonbridge Group Operations: Working Hours Rights Explained

LTU has raised with the Bank serious concerns over how Group Operations Staff at Tonbridge have been treated over recent weeks.

In particular, LTU has said it is intolerable that:

- **Attempts have been made to coerce and force staff into changing their working hours, when in fact many have a legal and contractual right to retain their existing working hours and patterns.**
- **Staff should have been told they must make up time after being sent home early when - on 2nd May - builders cut through data cables serving the Tonbridge site. In these circumstances, staff certainly cannot be required to make up time.**

For Centre Management to have acted in the heavy-handed way it has is completely unacceptable. LTU has demanded an explanation from the Bank.

## Working Hours Rights

Whilst it is possible that some staff employed on Flexible Contracts can - with adequate notice - be asked to change their working hours, many others have a legal and contractual right to refuse.

This will include staff who:

- **Are employed on Fixed Hours Contracts which can only be amended with the consent of staff.**
- **Have agreed working patterns under the Work Options scheme; which applies to many Tonbridge Staff, including those who were redeployed from Chatham.**

- **Even staff originally employed on Flexible Contracts can refuse to change their working hours if their contracts have since 'crystalised'.** This applies if, over the previous six months, either the hours staff work has not been varied or if they have not received written notification reminding them that they are on Flexible Contracts.

Furthermore, where staff are not required at work during their contracted hours - as occurred on 2nd May - there is no obligation whatsoever upon staff to make up the time on another date.

## LTU Support

**LTU has written to the Bank demanding that:**

1. Local Management withdraws its illegitimate instructions and the Bank must ensure that anyone who has agreed to change their hours or make up time - but is not contractually obliged to do so - is told this is no longer the case.
2. Anyone who did make up time after being sent home early on 2nd June is given the option of Overtime Pay for the extra time worked or, alternatively, given back the time owed as 'time off' at a time convenient to him or her.
3. It accounts for why staff were treated in such an unacceptable manner and explains what further action is planned to remedy the situation.

**Finally, any members needing further advice or guidance on their rights and entitlements should telephone LTU's 24 Hour Advice Line Service on 01234 262868.**

**STEVE TATLOW**  
Assistant General Secretary