

# LTU See 150% Rise In Individual Cases

Since August last year when the new HR operating model was rolled out across the Group LTU has seen a 150% increase in the number of individual cases requiring representation. In January LTU's Individual Advice and Representation Service represented members in 181 individual cases and we are well on the way to surpassing that in February. The cases we are dealing with range from the ridiculous, a member of staff is disciplined at Stage 1 for transferring £50 from her own account to her son's account because he was short of cash, to the serious involving a member of staff who was harassed for missing sales targets.

## Get Advice Now

Being subject to the Bank's disciplinary procedures is a serious issue, which could result in dismissal. At the first hint of an issue it is better to seek advice rather than wait and hope that it will come to nothing.

If you anticipate even a possible problem contact the Union immediately. Our advice and assistance, especially in disciplinary cases, can be that much more effective if we are approached before the process begins.

The Bank has a good track record in encouraging proper representation of members of staff subject to the disciplinary process. This is not only of advantage to the individual but is, of course, also of advantage to the Bank. This is because disciplinary action against an individual not properly represented is much easier to challenge at the Employment Tribunal, which is always sensitive to any lack of fair play or natural justice.

If you require advice or help of any sort an Official will work with you individually. Members can also be assured that any requests

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for advice or assistance will be dealt with on a completely confidential basis by Officials who are employed by LTU work totally independently of the Bank and who have an established track record in resolving personal problems.

## Only For Members

We've said it before but LTU membership is a form of insurance. LTU members pay monthly subscriptions and these subscriptions pay for all our services including the Advice Line. Non-members pay nothing and again, like any other insurance, cannot take out membership only when they suspect they have a problem. We will not advise or represent non-members under any circumstances and for that reason members calling the Advice Line may be asked to confirm personal details so that we can validate calls.

If you are not a member please don't call us. Whilst our members get first class service, non-members have to represent themselves.

