

# Commercial - One Bank One Bonus

It seems that one business unit, Commercial Banking, has accepted LTU's argument that the payment of different bonuses to staff producing the same levels of performance on the basis of heritage is simply not fair. In a note to staff, John Maltby Managing Director Commercial, has said "It is our intention within Commercial that the individual bonus awarded will not be affected by their heritage." That is the right way to deal with this issue and Mr Maltby and his colleagues in Commercial Banking should be congratulated for dealing with this issue in a balanced and rational manner.

Members will not be surprised to learn that we have been inundated with emails objecting to the Bank's heritage centric approach to the payment of bonuses for 2009. They like every right minded individual can see that it is unfair that a member of staff receiving a 'Part Met' rating in HBOS could get the same payment as a member of staff rated 'Exceeded' in Lloyds TSB even though they both work in the same Division. The emails are best summed up by one member who said that the Bank has shown "a flagrant disregard for any sense of fair play and justice. Heritage LTSB staff deserve no less reward than any other part of our group and I find it difficult to believe that LTSB is in such a state that it would not be able to meet the HBOS bonus pot figures. There are many of us who have worked consistently hard and long in order to ensure the Bank goes from strength to strength and if those paltry figures are left unchanged I foresee a considerable amount of questioning where loyalties truly lie."

It is the case that the actual size of the bonus pots has yet to be decided and signed off by UKFI and we now hope that the Bank will listen to the views of staff, from across both heritages, and adopt the Commercial Banking approach. If it doesn't, then any attempt to create One Bank, with one culture will be damaged irrevocably. Many members have sought to draw parallels with the terms and conditions negotiations and the Bank's inability to see beyond simply looking at the cheapest option. Mr Maltby's approach should be a lesson to all Managing Directors across the Group and they should write to their staff now and say they will pay bonuses on the basis of performance not heritage.

We are aware that some Senior Managers have sought to question the accuracy of the figures produced by LTU and have even suggested we have in some way doctored the tables to make it look worse than it is. I'm not sure how that's possible but the figures are those produced by the Bank and have not been altered by LTU in anyway.

Members with any questions can contact the Union on 01234 262868 or email me at Mark.Brown@ltu.co.uk.

**Mark V Brown**  
Assistant General Secretary