

Reduced Hours Staff – The Impact On You

There are currently some 30,000 staff who work reduced hours in the Group. A number of the proposed changes to the terms and conditions will have a specific impact on reduced hours staff and it is important that you understand those changes and the impact they will have on you and your family. This is just the first of many Newsletters and they will cover issues such as pay and pensions.

Your Working Hours Could Change?

The Bank will be introducing a new working window of Monday to Saturday 8am to 8pm for the calculation of overtime. However, your new contract when you get it will not state your actual hours of work or when you work but will say they will be "as agreed with Line Managers".

Our concern for Reduced Hours staff is that the Bank will try to move to more flexible working within the new working window. This system currently operates in HBOS.

Any changes in your working hours will not happen immediately. However, once the working window concept is embedded, at local level the Bank will begin to push reduced hours staff to become more flexible with their working hours – particularly with regards to more Saturday and late night working.

How Mobile Will You Be In Future?

Currently, reduced hours staff who are required to move to a different branch/office at the Bank's request can reasonably refuse that move if it:

- is more than 25 miles away;
- will take longer than 1 hour 15 minutes by public transport.

The Bank is also under an obligation to take into account personal and domestic circumstances.

It's true to say that the Bank has never liked the defined criteria in the mobility policy and the rewriting of terms and conditions gives it the perfect opportunity to remove it once and for all. Members are not stupid, they know that if the Bank wants to get rid of the policy it's because it wants the ability to move staff, particularly those on reduced hours, around branches without too much trouble.

In the future what is a 'reasonable' move will be determined solely by the Bank – that is completely unacceptable.

LTU Ballot Members

LTU's General Council is recommending to members that they reject the Bank's proposals.

Our ballot will go out to members over the next few days, but in the meantime we would like to hear from members about what they think of the Bank's proposals. You can do this by:

- Calling the Union's Bedford Office on 01234 262868
- Emailing us with your views at 24hours@ltu.co.uk
- Registering your views and debating with fellow members of staff using LTU's eForum at www.ltu.co.uk/eforum.

It is also important for members to register their views on the Bank's intranet website. **The more feedback the Bank gets, the less chance they have to ignore it.**

Mark V Brown
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