

11TH February 2010

C&G NEWSLETTER

C&G Grading Review

A number of staff in Lloyds TSB are on non-standard grading structures, including those in C&G, and need to be mapped across to the new Group grading structure.

Since the proposal of the new terms and conditions, the Bank has undertaken an internal validation process to enable these staff to be readacross to the new grading structure. In respect of C&G roles, that process has involved measuring jobs against equivalent jobs in Lloyds TSB. The results of that exercise are set out in the table opposite. However, we believe the readacross has created a number of anomalies the most striking being M4 staff. At this stage, although we understand that issue will be resolved shortly, M4 staff do not know whether they are being mapped to the new Grade E 'Upper' or 'Lower'. A further issue relates to the C&G Regulated Mortgage Adviser role. In Lloyds TSB Mortgage Specialists have been mapped across at Grade C under the new structure but the C&G role, which shares many of the same responsibilities and there appears to be no difference between the two roles in job evaluation terms, is being mapped across at Grade B.

One of the issues we are concerned about is ensuring the consistency of evaluation standards so that staff doing the same role in job evaluation terms are in the same Band regardless of their heritage position. That's important in the context of the pension scheme proposals announced recently because if subsequently it is found that certain groups of staff, namely C&G Mortgage Advisers for example, are in the wrong Bands relative to their peers in another heritage and are subsequently upgraded, which could involve salary increases, then if the Bank has its way after the 1st April any salary increases over 2% will not be pensionable. That is more than an academic point given that the minimum salary for a Grade B Mortgage Adviser, Cluster 5, is £19,580, compared to £23,864 for the equivalent Grade

Heritage C&G Grades	LBG Proposed Grades	No of colleagues that Read across
G1	A	8
G2	A	1
G3	A	398
G4	A	130
G5	B	340
G6	B	350
G7	C	167
M6	C	52
M6	D Lower	142
M5	D Upper	206
M4	E Lower	78
M4	E Upper	
M3	F	28
M2	F	28
M1	G	5

C Mortgage Specialist. Moreover, the market indicator for Grade B is £21,755 compared to £26,515 for a Grade C.

LTU is calling for the Bank to undertake a formal evaluation of the C&G Mortgage Adviser role before the April deadline.

Some staff will have been called to 1-to-1's with their Line Managers to discuss the outcomes of the grading review exercise. Members with any questions or concerns about the grade mapping exercise, or if you want us to investigate any other grading anomalies, should contact the Union's Bedford Office immediately on 01234 262868 or email me at Mark.Brown@ltu.co.uk.

Mark V Brown
Assistant General Secretary

To join call 01234 262868... today!