

Pay, Bonuses & Grading In The DCC

Scottish Widows recently announced changes to the grading, reward and bonus structure for staff working in the DCC in Dalkeith Road. The proposed changes include:

- The DCC has operated a discretionary monthly bonus scheme for about 5 years but according to SW's costs have increased four fold whilst productivity has remained relatively flat over the same period. In addition to the monthly scheme Contact Consultants in the DCC are also entitled to participate in the Group bonus scheme. SW is proposing to buyout the bonus and Contact Consultants will then participate in the Group bonus scheme which will see on target awards increase from 2.5% to 5% of salary. However, what DCC staff need to realise is that they would benefit from the Group bonus scheme regardless of any changes to the local bonus scheme anyway.
- The one off bonus payment will be based on the average bonus paid to staff over the last 12 months. However, the one off payment will only be equivalent to 50% of what staff would have earned in that year. So if you earned a bonus of £4k over the last 12 months then you will get £2k paid in two equal payments in July and December. Given the savings from removing the scheme SW proposals don't appear to be overly generous at all.
- Introduce a new career progression framework similar to effective levels in other parts of the Group. There will be three levels of progression at Band 7, based on skill and product knowledge, and there will be a Senior Contact Consultant role for each team at Band 6. How staff will be mapped across to the new milestones and how salaries will be managed is still the subject of further discussions with SW. The expected salary ranges, based on a 35 hour week, are set out in the table below.

Option B - Bandings	Average Time To Complete Milestone	Minimum Salary	Median Salary	Proposed Numbers From Current	Maximum Salary	Numbers Forecast In 2010
Band 8	6-9 Months	£14,216	£15,795	10	£18,954	To Be Developed
Band 7 - M1	6-18 Months	£17,136	£18,088	41	£22,848	
Band 7 - M2	12-36 Months	£18,088	£19,040	49	£22,848	
Band 7 - M3	18 Months Plus	£19,040	£20,885	19	£22,848	
Band 6	24 Months	£20,885	£23,205	16	£27,846	

We have enclosed with this Newsletter a short survey which we would like staff in the DCC to complete and return to Seirse Maloney, LTU's JAOR for SW. LTU will be having further meetings with Scottish Widows over the next few weeks to discuss the proposed changes. In the meantime, staff with any questions or comments on this Newsletter can contact the Bedford Office on 01234 262868 or email me at Mark.Brown@ltu.co.uk.

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To join call 01234 262868... today!