

To join call 01234 262868... today!



# NEWS



24 Hour Advice Line: 01234 262868 Fax: 01234 262821 www.ltu.co.uk 24hours@ltu.co.uk General Secretary: Ian Partridge



## Membership Application

LTU, St John's Terrace, 3-7 Amphil Street, Bedford MK42 9EY Tel 01234 262868 Fax 01234 262821 www.ltu.co.uk 24hours@ltu.co.uk

Title

Surname

Forename(s)

Home address

Postcode

Date of birth

Payroll number

Branch/Office/Dept

Location code

Home telephone

Work telephone

Personal Email address

Work Email address

Job title

Pay band / level

Date of joining group

**Vassar Smith Fund**

The Vassar Smith Fund is a registered charity which provides support and financial assistance to current, retired and former members of staff and their dependants.

If you would like to contribute to the Fund tick this box to make a monthly contribution of 10p or, if you would like to donate more simply write the amount you would like us to add to your subscription in the same box.

**Subscription Category... 2010**

LTSB Bands 1 to 4 / HBOS Levels 4 to 9	£11.75 p.m.	<input type="checkbox"/>
LTSB Band 5 / HBOS Level 3	£11.05 p.m.	<input type="checkbox"/>
LTSB Bands 6 to 8 / HBOS Levels 1 & 2 (25 and Over)	£10.25 p.m.	<input type="checkbox"/>
LTSB Bands 6 to 8 / HBOS Levels 1 & 2 (Under 25)	£9.25 p.m.	<input type="checkbox"/>
LTSB & HBOS Part time (15 Hours and Over)	£5.65 p.m.	<input type="checkbox"/>
LTSB & HBOS Part time (Under 15 Hours)	£4.30 p.m.	<input type="checkbox"/>

"For the purposes of the Trade Union Act 1984 and other statutory requirements I authorise the Union to use my work address as my "proper address" to which any communications may be sent."

Signature  Date

Please tick if you do Not wish to receive marketing information from LTU and LTU's insurance partner Plus Insurance.

To receive LTU newsletters by email ... tick here

Email address preference (please tick) Personal  Work

### ltu Instructions to your Bank or Building Society to pay by Direct Debit

Please fill in the whole form and send it to:  
Lloyds TSB Group Union, St John's Terrace, 3-7 Amphil Street, Bedford MK42 9EY

Originator's Identification Number

8 3 0 2 7 1



1. Name and full postal address of your Bank or Building Society

To: The Manager

Address

Postcode

2. Name(s) of account holder(s)

3. Branch sort code

4. Bank or Building Society Account Number

5. Lloyds TSB Group Union reference no.

6. Instructions to your Bank or Building Society. Please pay Lloyds TSB Group Union Direct Debits from the account detailed on this instruction subject to the safeguards assured by The Direct Debit Guarantee. I understand that this instruction may remain with Lloyds TSB Group Union and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

#### The Direct Debit Guarantee This Guarantee should be detached and retained by the Payer.

- This Guarantee is offered by all Banks and Building Societies that take part in the Direct Debit Scheme. The efficiency and security of the Scheme is monitored and protected by your own Bank or Building Society.
- If an error is made by Lloyds TSB Group Union or your Bank or Building Society you are guaranteed a full and immediate refund from your branch of the amount paid.
- You can cancel a Direct Debit at any time by writing to your Bank or Building Society. Please send a copy of your letter to us.
- If the amounts to be paid or the payment dates change Lloyds TSB Group Union will notify you 10 working days in advance of your account being debited or as otherwise agreed.

2nd June 2010

ALL MEMBERS NEWSLETTER

# They Think It's All Over - It Is With Accord

It's been clear from the very beginning that some Unions have a genetic predisposition to accept whatever's put in front of them simply because they feel the overwhelming need to reach an agreement. Any agreement will do, as long as they can have an agreement.

**It is that mentality which leads one Union, at a time when pensions have been slashed for thousands of its members, to say that "Taken overall, however, most people should not be significantly worse off under the new terms and conditions." Well that's alright then. If you're just worse off, and not significantly worse off, then that's acceptable. And to then compound that mistake by only mentioning pensions once is unforgivable. Furthermore, if they believe the terms and conditions are a good deal then they should come out and say so and have the courage of their convictions rather than relying on the Bank to help them gain support in a ballot.**

LTU's position is that these proposals do not go far enough and should be rejected by HBOS staff.

The effects of the Group's proposals on HBOS staff are as follows:

- 25,500 staff in HBOS across all grades will see their pensions slashed.
- On-target annual bonus opportunities for staff in Levels 1-3 will reduce from 10% to 5%. However, if you look at the actual figures, the loss is even greater. Before joining the LBG, 16,516 Levels 1-3 participated in the HBOS Bonus Scheme and many of those staff got bonus payments of between 10% and 12.5%.

## INSIDE...

- Pensions - The Key Issue
- Pay Stagnation
- Overtime/Medical Cover - Slashed
- LTU Balloting Members
- Roll Call Of Shame
- 5,066 HBOS staff are above the new grade maxima and those staff will get no increases in base pay for many years.
- Up to 45% of staff in Levels 1 and 2, which is 18,277 HBOS staff, will see their basic salaries managed downwards over the next few years.
- 9,600 staff will lose private medical cover.
- 59,067 staff will have reduced sick pay entitlements.
- 10,579 Level 3 staff will lose their entitlement to overtime.
- 16,300 staff in Levels 1 and 2 will lose up to 2 days holiday per year.
- Up to 15% of status car drivers in HBOS will not be able to get their current cars under the new Scheme.

LTU is recommending to HBOS members that they reject the Bank's proposals. If you have any questions on this Newsletter contact LTU's Bedford Office on 01234 262868.

To join call 01234 262868... today!

To join call 01234 262868... today!

## Pensions - The Key Issue

For many staff, final salary pensions are the most important part of their terms and conditions package and to try and separate the two, which is what the Bank and Accord are trying to do in order to get agreement on one at the expense of the other, should be unacceptable to everyone.

The Bank and Accord are trying to divide staff by gaining support for the terms and conditions from some staff in the final salary pension schemes and all the staff in the money purchase pension schemes and isolate those from the rest of the staff. The terms and conditions have to be judged in their totality and not issue by issue.

The impact of the Bank's proposals on pensions for you and your families will range from bad to devastating. The Bank's own benefit projections show that:

- A member of staff earning £20k per annum with 25 years left to retirement will see his/her pension benefits reduced by £5k per annum. If that person lives until 80 he or she will lose at least £100k.
- Using the same calculations, someone earning £40k will see his/her pension benefits reduced by £200k.
- Even the pension benefits of a member of staff earning £40k with 5 years left to retirement will be cut by £2k per annum and if he/she lives until 80, total benefits will be reduced by £40k.

HBOS staff have no chance whatsoever of making up the shortfalls and as a result of the Bank's desire to cut costs, many retirement plans are going to have to be shelved.

The Bank and Accord have both said the proposed terms and conditions published last week are the 'final' proposals. Well they would say that given that they are both trying to close the debate and implement the changes as soon as possible. Don't let them do it!

## Pay Stagnation

One of the elements of the terms and conditions that you need to think about carefully is how your pay is going to be managed in future. There are tens of thousands of HBOS staff at all levels

## Roll Call Of Shame

**25,000 Staff to lose Pension Benefits.**

+

**9,600 Staff will lose medical cover.**

+

**5,066 Staff whose salaries put them above the new grade maxima will get no salary increases for many years.**

+

**18,277 Levels 1 & 2 Staff will see their basic pay managed downwards over the next few years.**

+

**59,067 Staff will suffer reductions in sick pay entitlements.**

+

**16,300 Staff will lose up to 2 days holiday per year.**

+

**10,579 Staff will lose their entitlement to claim overtime payments.**

whose current salaries put them above the market rates for their roles. Most of those HBOS staff will simply tread water in salary terms and some could even go backwards both when compared against inflation and salary movements in the external market.

According to the figures we have seen, some 5,066 HBOS staff are above the maximum salary levels and the vast majority of those will get no increase this year or for the next few years for that matter.

## Overtime and Medical Cover - Slashed

Currently Level 3 HBOS staff can claim overtime but under the terms and conditions just published that will be withdrawn. Over 10k HBOS staff will no longer be able to claim overtime but we've no doubt that they will still be expected to work the extra hours. The proposed new Critical Payments Policy, which covers overtime payments for Grades D and E, will be on an exceptional basis and will require sign off from a member of the Bank's General Executive Committee, which includes the Chief Executive and other Executive Directors. That's not likely to happen very often.

Medical cover is being removed for HBOS Level 2 and staff with family cover linked to the contributory pension scheme. Some 9,600 HBOS staff will be forced to fund alternative medical cover for themselves and their families.

## LTU Balloting Members

LTU is recommending to HBOS members that they reject the Bank's proposals. We would like to hear from HBOS staff 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](mailto:24hours@ltu.co.uk).
- Registering your views and debating the Bank's proposals with fellow members of staff using LTU's eForum at [www.ltu.co.uk/eforum](http://www.ltu.co.uk/eforum).

**Mark V Brown**  
Assistant General Secretary