

21st July 2010

Mortgage Advisers

Harmonised T&Cs For MAs

LTU and the Bank have been in negotiations on the new harmonised terms and conditions package for LTSB, C&G and HBOS heritage Mortgage Advisers. Whilst our Group wide negotiations will in most areas be dealing with an harmonised package there are some issues specific to the MA population across all three heritages and how we deal with these issues has been the subject of discussions over the last few months.

The Bank's proposals are as follows:

- There will be one generic bonus scheme covering all three heritage populations in 2011. LTU will be involved in the development of that scheme. It is important to ensure that we align productivity to ensure equal pay for equal effort regardless of heritage.
- As is currently the case LTSB and HBOS Mortgage Advisers will not be covered by the overtime policy. In respect of C&G RMAs there are up to 500 staff on contracts which specifically state they will work 26 Saturdays per year and receive double time for the hours worked. C&G has said that those staff will continue to receive double time for Saturdays. C&G has confirmed that it is undertaking a review of Saturday opening and that will include looking at working hours and the deployment of staff in Saturday branches. We will keep members informed of our discussions.
- Mortgage Advisers will have their own national pay scale as follows:

Mortgage Advisers National Salary Range		
Pay Range Minimum	Pay Range Mid Point	Pay Range Maximum
£18,896	£23,728	£28,560

- 50 Mortgage Advisers will receive increases to take them to the minimum of the new scale. The vast majority of MAs will have their salaries managed within the scale but there will be some 33 members of staff who are currently paid above the scale maximum. As things currently stand those individuals will not receive a salary increase until such time as their salary falls within the scale. However, what happens in respect of salary increases for those above scale will from part of our 2011 pay discussions.
- The current CeMap annual allowance of £1000 which is paid to RMAs in the C&G will be consolidated into basic salary.
- C&G RMAs in London will be entitled to receive a separate London Allowance which is currently £3,450 in Central London and £2,250 in Outer London.

Tell Us What You Think

We want MAs to feed back their comments and questions on the Group's proposals and enclosed with this Newsletter is a feed back form for members to complete and fax back to the Union's Bedford Office. Members can also tell us what they think of the proposals by contacting the Union's Bedford Office on 01234 262868, emailing us at 24hours@ltu.co.uk or registering your views and debating the proposals with MAs using LTU's eForum at www.ltu.co.uk/eforum.

Mark V Brown
Assistant General Secretary

To join call 01234 262868... today!