

15TH SEPTEMBER 2010

ALL LTSB & HBOS DIRECT CHANNELS STAFF

Negotiations On Direct Channels Terms & Conditions About To Commence

Important negotiations concerning the introduction of new Terms and Conditions that will apply across the whole of Direct Channels - affecting both LTSB and HBOS Staff - are only now about to commence.

Whilst discussions on Group-wide Terms and Conditions between the Bank and LTU collapsed without agreement last month - despite spending over 35 hours at ACAS - a number of key Terms and Conditions concerning Direct Channels Staff remained 'out of scope' during these negotiations.

In other words, there are key Terms and Conditions specific to Direct Channels Staff that still haven't been discussed between the Bank and Union, including:

- **Telephony Grading Structure**
- **Telephony Pay Scales**
- **Telephony Bonus & Incentive Arrangements**
- **Telephony Overtime Pay Rates**
- **Telephony Unsocial Hours Payments**

Until these negotiations - which only commence this week - are completed, and staff provided with full details of what the new Terms and Conditions will mean to them specifically, it would be wrong for any staff to be asked or expected to sign up to the Bank's new Contracts of Employment.

This is like asking staff to sign blank cheques ... with the Bank to decide what it is willing to pay staff after they have already signed new contracts!

Do Unite & Accord Know What They Have Conceded?

These concerns apply equally to all Direct Channels

Staff, irrespective of whether they were employed originally on Lloyds TSB or HBOS Contracts of Employment.

So not only have both other unions (Unite and Accord) reached agreement with the Bank that involves the Bank slashing over £1.1 billion from staff Pensions Entitlements and removes their Working Hours Rights, they also have no idea whether Direct Channels Staff will suffer further financial losses as a consequence of the new Contracts of Employment.

Between them, Unite and Accord have sought to impose the new Contracts of Employment on all HBOS Staff; though LTU is providing legal guidance and support to those HBOS Members who want to reject these contractual changes.

Meanwhile, in Lloyds TSB, LTU had refused to let our members down and, as a consequence, staff individually are free to choose whether or not to accept the Bank's new Terms and Conditions.

Negotiations For All Direct Channels Staff

The Terms and Conditions for Direct Channels Staff that LTU and the Bank start negotiating upon this week will apply to all staff within the business unit, irrespective of whether they were originally employed by Lloyds TSB or HBOS.

Once negotiations are completed, all Direct Channels staff will be on a single set of arrangements. Any further changes will only be possible following conclusion of negotiations between LTU and the Bank.

LTU will keep members updated on the progress of this latest phase of negotiations.

STEVE TATLOW
Assistant General Secretary

To join call 01234 262868... today!