

Pay 2022 Ballot Results: Unite members marginally reject

Unite members have voted by a narrow margin to reject the 2022 year's pay offer. What does this mean?

- Unite are now in dispute with Lloyds Banking Group
- Given the current cost-of-living concerns Unite are not proposing the bank halt pay awards whilst we enter what we anticipate to be a lengthy process.
- Unite will be requesting an urgent meeting to discuss member's outstanding concerns and seeking a resolution prior to Pay 2023 negotiations
- Unite will be calling for a fundamental review of the Pay & Reward system as a whole to address the varied concerns of the membership.

Why is Unite calling for a fundamental review of Pay & Reward?

The feedback the union received as part of the ballot as well as that throughout the year and in previous years suggests colleagues have major issues with how Lloyds Banking Group rewards their staff as a whole, including;

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| <ul style="list-style-type: none">• The difficulty higher grades face getting to the market rate, some citing as many as 10 years. | <ul style="list-style-type: none">• The unfair distribution of GPS, favoring higher percentages for higher grades. |
| <ul style="list-style-type: none">• Lack of market movement as a way to artificially push people into the market range | <ul style="list-style-type: none">• Job evaluation concerns |
| <ul style="list-style-type: none">• Lack of parity with competitors | <ul style="list-style-type: none">• Not actually being paid the market rate for the role |

Given the varying issues there needs to be substantial work done by the bank to construct a fairer proposition for colleagues that they can get behind.

LBG should not have a pay system that requires people to put in 10 years work just to be paid the market rate for a fair days work. Unite is clear that a pay system whereby jobs have increased in responsibility and workload but with members feeling underpaid for this, creating division and dissatisfaction in the workforce is wholly unacceptable. Moreover the bank's culture should not have a system that has colleagues consistently feeling undervalued.

Join UNITE and support our journey for better pay and reward

The Unite position on pay means our members are key. Unite members are vital in fighting for the changes needed in LBG. Now is the time for Unite members to stand with their union to turn the tides against pay inequality at LBG.

Unite the union is only as strong as every single Unite member in LBG. If you want better then you need to be prepared to take action. If you are not in a union or part of one that is not recognized by Lloyds Banking Group, you cannot enact change. So join UNITE and strengthen the collective cause!

If pay rises are going ahead, doesn't that make it accept?

Not from Unite's view. The main issue cited when rejecting this ballot is that it is not enough given the cost-of-living increases and compared to the profits the bank have made. The issue is that the pot simply isn't enough so we would be seeking improvements and a fundamental review of the reward system to address the many inconsistencies colleagues are telling us about. A resolution can take time, therefore to hold off the entire workforce's pay increases at a time when bills are going up now, we feel is not in member's interests. This does not mean we accept and does not mean we won't be seeking improvements.

Update Your Contact Information!

If you don't have a valid email or address on file with Unite we won't be able to contact you about important news. You can update this by scanning the QR code or visiting myunite.unitetheunion.org



Join today to support our campaigns!

If you are not a member you will not have your chance to have your voice heard. Join to make a difference! You can do this by scanning the QR code or visiting join.unitetheunion.org



Keep Updated

We have social media accounts dedicated to the work Unite is doing within Lloyds Banking Group. Never miss out on our key updates by following the below accounts;



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@UniteinLBG



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Not a Member?

Our Power to ensure LBG approach in matters such as those described above come from its membership, with the more members we have, the more we can do to help colleagues. Join Unite's 1.2 million members and have a voice on this and other issues, as well as receiving support, advice and representation. Join online today at: <https://join.unitetheunion.org/>

Get rewarded for recruiting new Unite Members!

Every time you introduce a new member, you make Unite stronger and to recognise your help, we will give you a Love2shop Ecode worth up to £25.

The offer is available when the person your are recruiting joins online and enters your surname and Unite membership number when asked.

The value of the shopping card will depend upon the scale the member is paying and will be sent to you when the appropriate number of subscriptions has been paid.

