

Pay Negotiations 2022

Colleagues are telling Unite loud and clear they don't just want a significant above inflation pay rise, they **NEED** and **DESERVE** one.

First pay talk - productive but a long way to go

The first pay 2022 negotiation meeting has taken place. The bank described the opening offer as 'a serious one', and on which they felt balanced the financial challenges colleagues are facing along with the business need to invest in growth.

Whilst Unite can't go into specifics at present due to the embargo invoked by the business, we can say the **initial proposal is poles apart from the unions' claim...and from what you deserve**. Your union has put forward loud and clear your concerns and encourage the bank to do the right thing and make significant improvements. Unite fully believe Lloyds have the capital and profits to do so...this is about the will to.



The cost of living is rising

The macroeconomic conditions resulting from the pandemic, brexit as well as government legislation effecting all workers paying higher National Insurance contributions are showing the pressure is on colleagues. Costs are not going down but actually will continue to go up for at least the next 12 months. However, reducing unemployment and rising unfilled job vacancies shows **our negotiating power with LBG management has never been more in our favour** - but only if we are united and Lloyds are willing to do the right thing.

The pay claim

Unite and Accord are entering a joint pay claim because we know the value our unity and collective strength will bring to negotiations. Negotiations can be fluid but we are jointly committed towards the following goals and principles;

- **Pay budget of RPI plus 2%**
- **An "across the board" distribution**
- **Pay range movement equal to the pay budget**
- **Completion of the A & B review to provide 'headroom' for long serving staff**
- **A review of variable pay & reward for 2020 performance**

Let's not turn a health crisis into a cost of living crisis

Unite Pay Survey

The exceptionally high response rate and comments received on the pay survey truly reinforce how dissatisfied our colleagues are with the pay and reward decisions LBG have been making for a number of years. Something substantial is needed from the Group to show all workers they are truly valued and are recognised for their hard work over the past 12 months.

The Results

Colleague Expectations

- 85% want a future inflation or above pay rise (approximately 4% or above)
- 82% support the 'underpin' principle
- 63% expect a substantial pay-rise

Financial & Mental Wellbeing

- 71% exhibit work-related stress at least "sometimes"
- 60% work unpaid overtime regularly
- 56% expressed experiencing some form of financial difficulty

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;



Facebook:
@UniteinLBG



Twitter:
@Unite_LBG



Instagram:
@UniteinLBG



Youtube:
@UniteinLBG

Check out our first video update!

Follow us on Youtube for future videos too!



<https://youtu.be/umidII-f8iU>

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 1.4 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.



#StandUnitedNotAlone

#UnitePayCampaign2022

#HelpColleaguesProsper