

UNITE REPS SECURE

JOB SECURITY

TERMS &

IMPROVEMENTS !

unite
in LBG

YOUR UNITE NATIONAL COMPANY COMMITTEE HAVE BEEN IN INTENSE AND PROLONGED NEGOTIATIONS WITH LLOYDS BANKING GROUP OVER THE JOB SECURITY POLICY AND ASSOCIATED FINANCIAL TERMS.

We feel that we have now secured a positive position with LBG for the benefit of all LBG workers, with one central purpose underpinning the agreement - **job security**.

The final position protects the existing heritage financial arrangements giving LBG workers certainty, and it removes the dreaded 3 year review cycle - **the terms are here to stay!**

It also improves the terms for those in MBNA, younger LBG workers and also establishes **investment in skills** and meaningful career progression to protect jobs.

OUR AIM AS A TRADE UNION IS TO FIGHT FOR JOBS, CONDITIONS AND PAY AND WE BELIEVE AS A COMMITTEE THAT THIS NEGOTIATED POSITION DOES JUST THAT!

FIGHTING FOR JOBS! - PAY! - CONDITIONS!



What's changing and what it means for you!



HERITAGE TERMS PROTECTED

No more annual reviews. All colleagues will retain their heritage terms.



NEW MINIMUM MULTIPLIER

For each year of service under age of 22, employees will receive 2.75x weekly pay, up from 1.375x.



2 YEAR QUALIFYING PERIOD REMOVED

You will no longer have to work for LBG for a minimum of 2 years to be eligible for a redundancy payment.



MBNA TERMS IMPROVED

MBNA employees will be able to exit on redundancy terms on either the LBG 2012 terms or MBNA terms, whichever is greater.



LATERAL PAY POLICY IMPROVED

Lateral pay policy eligibility will no longer exclude those falling under reassignment!



MUTUAL AGREEMENT & GPS

Employees exiting under a mutual agreement (non-performance related) will no longer forgo their GPS award.

Career Mobility Policy & Skills Investment

Should a member be in a position where they feel they are being treated unfairly under this new policy Unite will not hesitate to support members through the necessary legal challenge.



The company wanted to make changes to their redundancy policies and we were able to push them to make sure these changes meant investment in skills.

When a redundancy situation arises, if a suitable alternative role is unable to be found LBG will look at whether through enhanced reskilling, colleagues can be placed into a reasonable alternative role, which could include up to a grade lower. There will be pay protections for 2 years subject to relevant criteria being met.

The reasonability of a role will depend on 5 key factors: likelihood of success in role, hours, location, caring responsibilities and disability.

Those that decline a reskilling opportunity that is deemed reasonable will exit on 50% of the 2012 redundancy terms.

If a role is deemed to be unreasonable based on your circumstances and no other suitable role can be found prior to your exit date then you will leave on 100% of your redundancy terms.

You will also leave on 100% terms if you do not reach competency after reskill training and no other role can be found prior to your exit date.

For more detail and examples of how this policy will work in practice please visit:
www.uniteinlbg.org/JSP



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**WE'VE BEEN ABLE TO WIN THESE
CHANGES AND PUSH THE COMPANY
BECAUSE OUR UNION MEMBERSHIP
AND STRENGTH IS GROWING!
JOIN US TODAY!**

