



01/2011

January 2011

Accord Members in LSL Redundancy Pay Update

Following queries by several of our members who were recently selected for redundancy, Accord has been challenging LSL on the formula used to work out the severance pay for ex HEA staff.

We have obtained agreement that the amount should be calculated using the old HBOS standard terms from the Security of Employment Agreement (B324), which are better than the terms currently being offered by LSL.

Any queries should be referred to john.dickinson@accordhq.org or you can call John on 07973 641148.

Details are as follows:

Basic Severance Payment

A payment of the following number of weeks' pay per completed year of service, based on the colleague's age and length of service at the Effective Date as follows:

Age 16 or over but under age 20 0.5 weeks per year
Age 20 or over but under age 40 1 week per year
Age 40 or over 1.5 weeks per year

The Basic Severance Payment is subject to the following:

- It shall not exceed 30 weeks' pay. A week's **pay for calculation purposes means** guaranteed contractual earnings calculated over the three pay periods preceding the month in which the Effective Date falls, divided by thirteen. Pay will include all elements of pay specifically referred to in the colleague's contract of employment. In most cases, therefore, this will include basic pay only. Where the colleague has been subject to half pay or nil pay or SMP or SSP for any part of the three pay periods, the calculation will be based on nominal base salary.

- The Basic Severance Payment includes any statutory redundancy payment to which the colleague is entitled. A statement will be provided detailing the breakdown between the Basic Severance Payment and any statutory redundancy payments.

In any event all payments will be at least as required under the statutory redundancy payment calculation.

- Where the colleague has reduced their contracted hours of work within 12 months of the Effective Date, the Company will take these circumstances into account when calculating the Severance Payment.

- Years of service means years of continuous employment with the Company. This includes prior service with HEA and other businesses which are wholly owned by HBOS, provided there has been no break in continuous service.

In addition, for colleagues who have taken a career break, under either the HBOS Career Break Policy, or old-co Halifax or Bank of Scotland policies, periods of service either side of the Career Break will be used in calculating total service for severance.

- It is expected that individuals will arrange to take any outstanding holiday entitlement prior to the Effective Date but where operational reasons prevent this, payment will be made in lieu.

- Colleagues who are dismissed by reason of redundancy will, where practicable, work throughout the period of notice to which they are entitled in terms of their contract of employment.

In exceptional circumstances, where the Company requires the colleague not to work throughout his/her notice period, he/she will receive payment in lieu of notice in terms of their contract of employment, in addition to the Basic Redundancy Terms.

TUPE

We understand that a message has been circulated recently in some areas that TUPE protection only lasts for a year. We have challenged this and LSL have agreed that this is not the case. Please contact us if you receive any further comments in the same vein.

Change of hours

Accord Regional Officers are receiving messages that LSL has been speaking to members about changing working patterns and adding Sundays to the working week. We are currently dealing with several such cases and anyone requiring help and advice in this matter should contact John Dickinson in the first instance for advice and details of your local Accord Officer.

Focus Groups

We have not yet received the report on the recently held focus groups but are pressing the Company for the details. We will issue further possible information as soon as possible.

Although Accord's primary aim is to protect your interests at work, we also provide a range of excellent benefits which make membership great value for money.

Accord Travel Club Before you book **ANY** holiday / tour / flight / hotel / car **ANYWHERE**, ring **0800 953 1263** and checkout your Accord Travel Club Discount.

Free 24 hour Legal Advice Line All union members and immediate families are entitled to use the legal helpline. The advice is completely confidential, **FREE** and easily accessible at all hours of the day or night.
Call 0800 884 0118

Commission Cashback Scheme

The Union's Commission Cashback Scheme specialises in sourcing level and decreasing term assurance, critical illness and income protection policies for Accord members and their families. Members then receive cashback of up to 9 times their monthly premium.

The average lump sum cashback paid out this year under the scheme is **£400**. Since its inception, the scheme has paid out over £2.5m. Ring our brokers on:

Lifeline: 01189 349800

Valley: 01706 218719

Individual Representation

Do you have an issue at work that you need help with or would like to discuss with someone who is on your side?

You don't have to be in trouble to contact Accord. We can also provide help, advice and representation for members on everyday issues such as performance management & appraisals, absence issues, flexible working requests, maternity or parental leave etc.

Please give us a call anytime on **01189 341 808**

Free Personal Injury Claim Line

Please call **0800 884 0114**

Tax & Pensions Advice Line

For **FREE** confidential access to taxation and financial specialists you can call **0870 428 1909**. Won't you want the best advice possible to enable you to make sensible choices? Other recent queries that our providers have helped members with include:

- PAYE coding
- Benefit in kind – mortgages due to changes in tax regulations
- Tax and pensions advice on taking Voluntary Redundancy
- 2nd income
- Inheritance tax and capital gains tax
- Buy to let properties

Similar advice would cost between £150 to £200 per hour if sourced independently.

Free Personal Accident Insurance

Please call **0870 905 0668** for details.

These benefit schemes aim to make your membership value for money, but the most important reason for joining Accord remains the individual rights you enjoy.

We will never leave you alone to tackle a work related problem and will support you to the end to ensure that you are treated fairly and with dignity at work.

Special Offer!

As a member, please spread the word about Accord and encourage your colleagues to join; **the more members we have = more influence.**

If you recruit a friend, let us know at Info@AccordHQ.org and we will send you a **£10 voucher** for each new member.