



DC 01/2011

January 2011

## Pay 2011 Proposals – Additional Information for Accord Members in Direct Channels

### Proposed 2011 pay matrix for DC staff

This note is applicable only to those 1.2 and 1.3 colleagues in Service and Sales who have not yet had their Pay & Bonus and Overtime arrangements agreed with LBG (i.e. Sales, Sales through Service and Service Consultants).

The rejection of the pay range/bonus/overtime proposals in November 2010 following Accord's independent members' ballot has meant the bank had no alternative but to use the existing HBOS pay ranges to arrive at a proposal on Pay 2011 for all of the affected colleagues mentioned above.

There is a need to clarify the way in which these members in DC need to calculate where they sit relative to the Pay Matrix descriptions of "Below Min & Primary, Market, Market Plus and Over Max".

### PROPOSED 2011 PAY MATRIX

	Top Performer	Strong Performer	Good Performer	Developing Performer	Under Performer
Below Min & Primary	6.5%	4%	3%	1.5%	0%
Market	4.5%	3.5%	2.5%	1%	0%
Market Plus	3.5%	2.5%	1%	0%	0%
Over Max	0%	0%	0%	0%	0%

LBG has increased the 2010 HBOS salary guides by 1% resulting in:

#### Cluster 2 Workplaces Salary Guides:

Motherwell/Dundee/Dunfermline/Rosyth/Speke/Warrington/Chester/Cardiff Gate/Pendeford (BM)

Sales 1.3 - £16230  
Service 1.2 - £14930

#### Cluster 3 Workplaces Salary Guides:

Leeds/Belfast

Sales 1.3 - £16720  
Service 1.2 - £15380

**To calculate your position in the 2011 Pay Matrix simply divide your existing salary by the new salary guide for your location/role.**

**Convert to a % by multiplying resulting figure by 100.**

The % ranges for each of the zones are:

**Below Min & Primary** is under 95%

**Market** is 95% to 105%

**Market Plus** is 105% to 120%

**Over Max** is over 120%

## Worked Examples:

- A Service consultant earning £14950 working in Leeds and a good performer:  $14950/15380 \times 100 = 97.2\%$ . This consultant is in the "Market" zone on the pay matrix and would get a 2.5% pay award if the pay proposals are accepted.
- A Sales consultant earning £17450 working in Warrington and a developing performer:  $17450/16230 \times 100 = 107.5\%$ . This consultant is in the "Market Plus" zone on the pay matrix and would get a 0% pay award if the pay proposals are accepted.
- A Service consultant earning £15700 working in Dundee and a strong performer:  $15700/14930 \times 100 = 105.2\%$ . This consultant is in the "Market Plus" zone on the pay matrix and would get a 2.5% pay award if the pay proposals are accepted.

## Now have your say – use your vote

It's really important that as many members as possible take part in the pay 2011 ballot so that we have a clear mandate.

If you have not received your pass codes to vote in this ballot, send your email address to [info@accordhq.org](mailto:info@accordhq.org) together with your membership or personnel number and we'll ask the Independent Ballot Company, ERS, to re-issue your codes.

Closing date for voting is 21<sup>st</sup> January 2011.

If you are having trouble voting or you would like to request a postal vote please telephone the ERS Customer Service team on 0208 889 9203.

Any queries about the pay proposals should be referred to [info@AccordHQ.org](mailto:info@AccordHQ.org)

**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.**

**These benefit schemes aim to make your membership value for money, but the most important reason for joining Accord remains the individual and collective 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.**

## Legal Helpline

All union members and immediate families are entitled to use the legal helpline. This gives you access to a qualified legal adviser on any matter. The advice is completely confidential, **FREE** and easily accessible at all hours of the day or night. **Call 0800 884 0118.**

## Personal Injury Claim Line

If you've been injured in an accident, our legal experts can help. Our personal injury claim line is provided by Russell Jones & Walker (RJW), one of the UK's leading law firms. Their experts can advise you on any type of injury, including criminal injury claims, and will ensure you receive maximum compensation as quickly and simply as possible.

It's a **FREE** service to members and their families. All you need to do is pick up the telephone.

**Call 0800 884 0114.**

## Personal Accident Insurance

Your Accord membership automatically provides you with **FREE** personal accident insurance. You can top-up this insurance for yourself and/or buy competitively priced cover for your family by calling **0870 905 0668.**

## Accord Travel Club

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

## 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:

**Lifelink: 01189 349800**

**Valley: 01706 218719**

## Tax & Pensions Advice Line

For **FREE** confidential access to taxation and financial specialists you can call **0870 428 1909.**