



02/2011 ELAS

2nd June 2011

ELAS RECOGNITION SPECIAL

May 2011



Chris Wiscarson, Equitable Life's Chief Executive, joined Ged at a special meeting of Accord and ELAS representatives on 26th May to mark the signing of the recognition agreement.

Chris Wiscarson told us of his first experience of working with unions, which was in South Africa, and how he has since valued and worked to build good relationships with union partners in all the roles he has held.

Chris closed with a statement of intent on the agreement with Accord:

We look forward to a long and productive relationship with ACCORD for the benefit of all our people.

I'm delighted to have signed the new Recognition Agreement with ELAS on behalf of Accord.

It is a long time since I first visited Aylesbury to talk to ELAS staff about what the purchase of the operating assets by the Halifax would mean and to encourage the staff in Aylesbury to join a union for the first time.

Working life has been on something of a roller coaster for many in Aylesbury since then but I know that there was a real sense of relief when ELAS decided it wanted to re-employ staff locally.

I think this gives us a real opportunity to build a trade union organisation in ELAS based upon local interests and a meaningful dialogue with the Society's management team. It will be focussed locally rather than as part of a much bigger financial institution where decision making might have sometimes felt remote and individuals may have struggled to get their voices heard.

We have a great team of reps who are keen to establish Accord in ELAS with your support. And they will have all of the expertise and resources of Accord behind them.

It is a very exciting time.



Ged and Mark Earls (COO for ELAS) sign the agreement.



Ged, Mark and Chris Wiscarson discuss the importance of recognition with the ELAS management team.

ACCORD REPS IN ELAS FROM 6TH JUNE 2011



(l-r) Dave Summers, Naresh Varia and Mike Smith

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What does recognition mean for you?

Recognition means that ELAS will consult with us on the key items that affect you in your working life. This means that over the next year we'll be working with ELAS on all the key implementations as ELAS brings former LBG and ELAS colleagues together in one company. Such as:

- Lean and any related restructures
- Grading review
- Performance management review
- People policy reviews

Consultations will take place with the senior team from ELAS on a monthly basis. Additionally we'll be talking to managers throughout the business regularly on local area issues. Alison will lead the reps team at the consultations and Ged will be involved as appropriate.

The reps will be on-site every day and are there to help you and represent you. If you have a question or feedback then please speak to one of the reps. All discussions will be dealt with confidentially.

Alternatively, if you'd like to speak to one of our officers then please contact Alison Thoburn, or if she's unavailable please contact Fran O'Dowd.

For general queries our helpline service is available on 01189 341808 (please specify that you work for ELAS when calling).

Not a member?

Accord is dedicated to helping our members.

We'll regularly gather feedback from our members on working life in ELAS and their views will shape our approach to consultations. One conversation is all it takes to make a difference.

Members also have the reassurance of having specially trained reps and officers easily accessible to answer queries and help with concerns.

Join us and you can help to shape your working life and access a wealth of help and support whenever you need it. Membership costs just £8.80 a month if you work full-time, less than the cost of a coffee a day!

To join call us on 0118 341808 or visit our website at www.accord-myunion.org.

All colleagues are welcome to join.