



03/2011

14th November 2011

Accord Comments on ELAS Pay and Bonus Proposals

You will by now have had the opportunity of hearing what ELAS is proposing for your pay and bonus settlements for 2012 and on into 2013 from Chris Wiscarson.

Accord has been involved in a preliminary consultation about these proposals and has listened to the Society's plans for the future.

Detailed Proposals

Pay rise:

- 0% in 2012.
- 2% in 2013 (to be reviewed if CPI remains above 4%).

Top up Payments:

- 1% of the salary budget will be put aside in 2012 to top up salaries where there are pay anomalies.

Bonus:

- On target bonuses to be paid to 70% – 85% of colleagues in January 2012.
- Any above or below this level will depend on a performance rationale provided by line managers.
- An increase to on target bonus for 2012 for levels A - C.

Redundancy Terms:

- Existing LBG redundancy terms agreed under the Job Security Agreement are to be extended to 31st December 2014.

Pension contributions:

- The £5,000 bonus payments due in January 2012 and June 2012, to compensate for benefits lost may be paid wholly or partly into the new ELAS pension scheme.

Comments

Accord has discussed these proposals with ELAS and pointed out that in the current economic climate where CPI has risen to more than 5%, our members must not feel that they have had their standard of living diminished as a result of the transfer to ELAS. We are therefore disappointed about the proposal not to award a pay rise in 2012 but acknowledge that it is intended to award a pay rise in 2013.

It is good to see that the Society have acknowledged that there is not parity on pay scales in some areas and that they are proposing to rectify this in 2012. You should make your manager aware if you believe that you are one of those whose salary should be reviewed.

As we have all understood from the start, there will be redundancies in the coming year but it looks like these will not be as extensive in 2012 as we first feared and it is appreciated that ELAS are confident that this can largely be managed by way of voluntary redundancies including bumping opportunities. We therefore welcome the proposal to extend the redundancy terms to the end of 2014.

We welcome too, the proposal to pay on target bonus to the majority and the opportunity for members to pay lump sum contributions to their pension pot if they choose. It is also pleasing to see that on target bonuses will be increased in 2012 for levels A - C.

Summary

Since the transfer from LBG to ELAS in June 2011, Accord has found that ELAS have provided clear feedback on their decisions and have demonstrated that they value their staff and their welfare; we can see that the management team have gone about reviewing pay and bonus in an intelligent and considered way. Whilst we appreciate this consideration, we do not feel that we can endorse the pay proposal without consulting our members and taking your views into account.

Therefore, could you please provide feedback on whether you would be prepared to accept the proposal in full. If you are not happy for it to proceed then please advise which parts of the deal you are dissatisfied with.

All feedback should be sent to alison.thoburn@accordhq.org by 25th November 2011.

Any information that you provide will remain confidential but we will use the comments to guide our further negotiations with ELAS.

Accord's final position will be dependent on the majority view.

Please remember that if you don't tell us what you think then it cannot be taken into consideration

Further information

If you are unclear about any of the information contained within this document or have any further questions, please contact Alison Thoburn at alison.thoburn@accordhq.org with the subject 'ELAS Feedback' or telephone 07826 550398.

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.

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. 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. For details call **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: **Lifeline: 01189 349800 or Valley: 01706 218719**

Tax & Pensions Advice Line For **FREE** confidential access to taxation and financial specialists you can call **0870 428 1909.**

Will Writing Service In conjunction with Russell Jones & Walker Solicitors, members can benefit from discounts and expert legal advice. It is quick, simple and professional, and because you do it online, you can see your will being created as you go along. To access the web-based service go to <http://www.yourlegalrights.co.uk/accordwills>. You'll need a discount code which can be found in the legal services section on the Accord Website. Wills can be made from as little as £19.99 – that's a 60% discount on the usual price.