



Every day we campaign for **Security of Employment, Fair Reward** and **Dignity at Work.**

04/2011

1st July 2011

## An update for Accord Members in Bancassurance

### GOOD NEWS ON LEVEL ATTAINMENT

Following lengthy talks between Accord and LBG the Company have agreed to review the impact of the re-tiering exercise due from 1 July for colleagues who were due to drop more than one level.

It is important to confirm that FA's may still drop more than one level as per the agreed Level Attainment process. However, the company has agreed to formally review each Colleagues circumstances on a case by case basis, at which Accord will be present. We have the Company's assurance that if there is evidence that the FA has not received the support expected, or there are other material circumstances that have prevented the performance being at a higher level, then a drop of only one movement down in level may be made at this point. If this situation does occur then the FAs concerned will then have a further quarter to improve to a standard that would prevent any further downward movement (ie attain 90% of the new tier targets). If the colleague does not maintain at 90% of the new level then they will move to the highest level that they have attained to over the period of the previous 3 quarters which will come into effect from the end of Quarter 3 2011.

We believe this is a major win for our members and will alleviate the concerns of many of those due to have a major income drop in July.

If you are one of the FAs who was due to drop more than one tier, please get in touch with John Dickinson at [john.dickinson@accordhq.org](mailto:john.dickinson@accordhq.org) who will be taking part in the reviews. John will need to know the reasons behind the performance in order to represent you at the assessment in order to represent you at the assessment.

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 available 24 hours a day. **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. **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. 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.