



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

04/2011

15th June 2011

Working for you in W&I

Update on consultation meeting held on 18th May

Wellbeing in W & I

Alison Minns from W&I HR joined us to discuss the new Wellbeing booklet that had been issued to colleagues in May as well as plans for further work to support colleague wellbeing.

Accord is very supportive of work by the company to help improve colleague wellbeing and welcomes the efforts being made by Alison and her team in this area. However we continue to receive feedback from our members in certain areas that pressure of work is affecting their wellbeing and therefore asked that the company acknowledge that unless workloads are maintained at manageable levels there won't be an overall improvement in wellbeing.

The results of our Quality of Working Life Survey should be available shortly and we'll be feeding the Divisional results into consultations as soon as we've had the opportunity to analyse them and understand them. If you have feedback on wellbeing that you'd like to share then do e-mail us.

Reward and Recognition

Many thanks to the members who contacted us in relation to their reward arrangements and highlighted aspects that they would like to keep and/ or change.

The feedback was shared with the company (no individual details were shared) and this has been taken away for consideration along with feedback from focus groups that the company has held.

There will be further consultations before the company makes any changes and we'll ensure that you get updated as soon as possible subject to confidentiality agreements. It isn't too late if you want to provide feedback, just e-mail Cilla Christmas at PriscillaChristmas@HBOSplc.com.

Performance Management

It was good to see W&I highlighting the timeline for the half-year performance management process early so that members had the opportunity to gather feedback and submit their comments so as to shape grading decisions.

We have asked the company for an update on the performance management approach in W&I and hope that the business lead will join us at the next consultation meeting.

Group Pensions Unit

The company apologised as they were not in a position to update us on proposals for H2 targets and bonus at the May meeting. An update is due to be provided at the June meeting.

RDR – SS & D Review

A number of members have confirmed that the quality of support for RDR in BoSAS has improved however there remains concern about the level of study leave provided and the impact that the initial lack of support had. We're waiting for further information on the review from the company and will provide an update as soon as possible.

Deferred Bonus Release

We have received some feedback from members with regard to the timing of the deferred bonus releases. There has been some confusion as to when the sale proceeds would be released to colleagues.

The feedback has been provided to the company so that the communication of future releases can be made clearer.

New structure for Wealth & International

Antonio Lorenzo announced changes to the W & I structure on Wednesday 1st June. This has been briefed ahead of the outcomes of the Strategic Review that is being undertaken and details of which will be published on 30th June 2011.

Ged Nichols, our General Secretary, will be meeting Antonio Horta-Osorio on 14th July to discuss the outcomes of that review and we'll look to speak to the Division about the implications of the announcements for W & I at our July meeting.

Agenda Items for the next Consultation Meeting

1. Performance Management – approach in W & I
2. RDR – SS & D and R01 reviews
3. Reward and Remuneration
4. GPU - bonus and targets for H2
5. Quality of Life Survey results

Advisory Committee - Are you interested in getting involved?

We have vacancies on the advisory committee. Help us to help you by joining us and putting the case for members to the company.

If you are a member or a rep then you could play a valuable part in helping the business be successful whilst looking after colleagues.

If you have any issues or questions, then please contact one of the team:

- Cilla Christmas: PriscillaChristmas@HBOSplc.com
- Tom Harrison: Tom.Harrison@LloydsTSB.co.uk
- Lawrence Lakeland: LawrenceLakeland@BoSIS.co.uk

Or contact Martin Pyke, the Accord Officer looking after W&I matters at: Martin.Pyke@AccordHQ.org or 07954 421812

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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.