



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

03/2011

10th November 2011

## Update for Accord Members in Wholesale

### BAU Meeting Update

Accord continues to meet monthly with the Bank to discuss Wholesale and Commercial matters. Recent items on the agenda have included dignity at work, colleague wellbeing, Lex Academy and the Bank's Learning and Development strategy.

### Lex Academy

Accord was briefed on the proposal to consolidate Lex Academy payments for colleagues. The launch of the Wholesale Academy Asset Finance Business Unit Faculty is part of a more centralised approach to Learning and Development in the Division.

The Lex Academy system had been in place within the HBOS business since 2002. The programme aimed to support colleagues in their development plans through a series of levels. The attainment of these levels resulted in an annual salary supplement being paid monthly to the colleague.

Accord was consulted on the Bank's proposal to cease the salary supplement payments and increase colleague basic salary to reflect 90% of the value of the previous payments. **There will also be** an ad-hoc payment for 2012 in recognition of the benefit not being factored into Flex for the forthcoming year. The Bank has confirmed that colleagues will continue to have scope to progress and increase salary within salary ranges and that annual pay awards will be **subject to the normal annual salary review process.**

### Learning and Development

As part of a briefing to Accord on the wider approach to Learning and Development within Wholesale and Commercial, Head of Learning Richard Clayton outlined the development of the Academy and Business Unit Faculties. The key theme of leadership skills development was highlighted as was the focus on accreditation and formal recognition for colleague workplace learning. Accord maintains that colleagues should have access to learning and development opportunities and that appropriate time and resources are made available by the Bank.

If you have any feedback on these matters or any other issues please contact Adam Adnyana (Accord Regional Officer) [Adam.Adnyana@Accordhq.org](mailto:Adam.Adnyana@Accordhq.org) or by phone on 07901 007764.

### Reps and the Wholesale Advisory Committee

Accord is always seeking to add to our network of Reps. If you wish to take a more active role in influencing your workplace and supporting your colleagues, perhaps the role would be for you? Training is provided and you will be supported by a network of Reps within Wholesale and across the wider business, Accord Officials and Accord HQ.

To learn more about Rep opportunities please contact Adam Adnyana ([Adam.Adnyana@Accordhq.org](mailto:Adam.Adnyana@Accordhq.org)) or by phone on 07901 007764.