



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

01/2012

15th Feb 2012

Working for you in W & I

Asset Finance

It was announced on 1st February that Antonio Lorenzo, Group Director of W&I, was to take responsibility for Asset Finance and we'd like to extend a warm welcome to all members in those areas who are joining W&I.

Consultations for issues affecting members in Asset Finance will now be undertaken in our monthly BAU meetings and we'll provide regular updates via our newsletter. Asset Finance reps will join the existing advisory committee at meetings to ensure that your interests are fully represented.

If you have any questions, queries or feedback then please speak to your local rep or to one of the advisory committee members.

Use your vote

Accord goes to the polls in February to elect its President and National Council (the PEC).

A ballot paper will be issued to member's home addresses on 14th February and you will have until noon on 6th March to get the papers back to the scrutineer. Details of all the candidates who are standing for election will be provided with the ballot paper.

The President and the PEC oversee the union's activities and represent your interests at Group level negotiations – they influence your daily working life.

Who do you want to represent you? – Use your vote.

Conference 2012

The biennial conference is the most important event in the union's calendar and will be attended by 250-300 reps and officers.

Guest speakers will come from Lloyds Banking Group and the trade union movement.

Although non reps don't attend the conference, all 30,000 Accord members are invited to submit motions for debate. The majority of the daytime sessions are dedicated to these motions.

Any member, or group of members, can submit a work-related motion to their local rep for debate. Following the debate, delegates vote for or against each motion. Those that are carried (voted for) will become key elements in the union's work for the next two years. If you want to submit a motion, first speak with your local rep, who will forward it to HQ on your behalf.

The closing date for submission of motions is 29th February 2012.

Performance Management

As promised in our December newsletter we raised the performance management process at the January BAU meeting.

We had received a comprehensive response from the business to previous questions raised about the rating and objective setting process but expressed concerns about the experience for members as the process still seemed very mechanical and it didn't appear that the right lessons had been learnt from last year. For example the sampling that was to be undertaken on documented 2012 objectives looked only at the YP document and didn't include discussions with colleagues about how those objectives were set and whether they were fair and appropriate.

It was agreed that Employee Relations will take our feedback away and discuss it with the business. Additionally we'll undertake a survey of members in early March to check how you felt about the process this year and that feedback will be discussed with the business at the March BAU.

In the meantime if you need help and advice about the Performance Management process then please speak to your local rep.

Wealth Reward Review 2012

The company announced changes to the incentive schemes for the UK Wealth adviser population in mid-December (effective from 1st January) and has followed it through with more details in a January cascade. Martin Pyke (Accord officer) had collected feedback from members affected by the changes and this was shared at the January BAU meeting.

Martin Mellor, the new Senior Manager for Advisory Schemes and Incentives, attended the consultation. Martin is new to role and has not been party to the discussions previously.

Comments and issues raised by members were:

- The short timescale between the first announcement and the change being implemented.
- The lack of detail available until after the scheme was implemented.
- The breakdown of communication in some areas that meant that the change wasn't announced until after it took effect.

Martin acknowledged that there were lessons to be learnt from the comms process and it had an impact on morale although he had received positive feedback about the mechanics of the scheme itself. Next steps were agreed as follows:

- A review to take place a.s.a.p. in Q2 to look at the actual impact on members.
- Further consultation to take place in H2 on any further changes required to account for the impact of the new FSA regulations that take effect on 1st January 2013 (part of RDR).
- Any further feedback received from members following the January cascade to be highlighted upon receipt.

If you have any comments about the changes, positive or negative, then please contact Martin Pyke (Martin.Pyke@Accordhq.org).

Harmonised People Policies

Four significant new harmonised policies came into effect on 1st January 2012:

- Disciplinary
- Grievance
- Harassment
- Health and Attendance

We asked the business to ensure that all Managers who might apply these policies had real support to review, discuss and understand the changes. It was therefore good to hear the HR Business Partners had actively worked with Senior Managers to try to ensure that this happened.

RDR

An update was provided on the progress that colleagues, who need to be specifically qualified to meet FSA requirements, were making. All areas have made good progress since the last review.

The company has outlined expected milestones to colleagues on an individual basis as part of the process with the milestone depending on the individual's position at the outset. Progress against the milestones is measured via the performance management process and if the milestones aren't met a colleague can be moved onto the Performance Improvement Process. Although overall progress is good it is possible that we will see a limited number of members move onto a PIP this year, if you are affected then please contact your local rep who will be able to support you through the process.

Verde

Members have asked how Project Verde might impact on W&I. It was agreed with the business that a representative of the project will be asked to attend the next meeting to discuss this area with us, although at this stage the discussion can only be about potential impacts.

Advisory Committee – Your team at Consultations

If you have any issues or questions that you would like us to raise with the business on your behalf, then please contact one of the team:

- Cilla Christmas: PriscillaChristmas@HBOSplc.com
- Tom Harrison: Tom.Harrison@LloydsTSB.co.uk

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

How do I find someone to help me with a query?

Your local rep—We have nearly 1,000 reps across the country and there may well be a rep in your office (their details should be on the local notice boards).

Advisory committee members—We should be able to help you with your query or we can put you in touch with a rep or officer in your area who can help.

Accord officers—Details of the Accord officer who covers your area are available on the Accord website. Follow the link below and put your postcode in to identify who you should contact: [Accord » Contact us](#)