



09/2011

10th October 2011

## Working for You In Group Operations & Executive Functions

### IT Integration & VS Register

In October 2010 Group IT announced their integration plans. The announcement on the 6<sup>th</sup> October brings an end to that programme, following the success of the voluntary severance register opened up in August 2011.

From 7<sup>th</sup> to 12<sup>th</sup> October, all colleagues that registered interest in Voluntary Severance should have a 1-2-1 with their manager to discuss individual outcomes. If following this, you need further clarity that the business are unable to provide or are not happy with the decision and the way the selection criteria have been applied in your circumstances, please don't hesitate to contact one of the Accord regional officers.

We know that some of you may be disappointed that you were not able to secure VS, however overall this has been a very positive programme. Group IT have met their reductions without the need for any further compulsory redundancies and the unions are pleased with this approach.

This concludes the IT integration journey and provides some amount of stability and reassurance to our members.

### IT Simplification & Group Strategic Review

On the 6<sup>th</sup> October, Group IT announced their new organisation design based on the Group Strategic Review and the need to simplify things. This is being achieved by moving to a flatter operating model, adopting a 10x7 management structure (currently we operate in an 8x8 structure). IT will also consolidate, aligning colleagues from Insurance SC&IT, Wholesale Markets Treasury & Trading IT and Wealth & International IT (UK based colleagues).

This is being managed in 2 stages.

- Stage 1 : Colleagues will go through an Assessment and Selection process beginning 6 October, with outcomes communicated between 31 October and 2 November. If any colleague at Band G does not preference for roles at stage 1 or if they are unsuccessful in securing a role as part of this process they will have an opportunity to preference for Band G roles at Stage 2.
- Stage 2 : Colleagues will be informed on 31 October whether or not they are required to go through an Assessment and Selection process. Band G colleagues who have not preferred for roles as part of stage 1 and those unsuccessful in securing a role will be able to preference for Band G roles as part of stage 2. Colleague outcomes will be communicated between 9 and 17 January 2012.

These changes will result in a reduction of 114 permanent roles coming from Grades D-G. We hope this can be achieved through voluntary means following the success of the recent voluntary severance registers.

As always, if you have any immediate concerns, there is a lot of information available on the intranet and via managers. If you cannot find an answer, there is an online Colleague Query Tracker. If you don't get an answer or need further clarification, please don't hesitate to contact your Accord IT representatives or Regional Officers.

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