



**Unite in LBG**

14 July 2015

## **A New Trade Union Recognition Agreement for Employees of the Lloyds Banking Group**



**Unite the union has successfully concluded discussions with LBG over a new collective recognition and representation agreement for employees at the bank.**

Unite is the largest trade union in the UK and Ireland with around 1.42 million members across 20 different private, public and voluntary sectors including manufacturing, public services, transport, food, finance and construction. The Finance & Legal Sector of Unite is one of the union's largest and represents over 100,000 members who work in banks, insurance companies and building societies as well as representing employees of a number of law firms.

### **The Agreement:**

The union and its predecessors (BIFU, UNIFI & Amicus) have had a long relationship with the Lloyds Banking Group, often through turbulent and difficult times.

The purpose of this new agreement is to provide a framework for LBG and Unite to work together positively and collaboratively with the aim of being able to reach mutually acceptable outcomes in a way that's in keeping with both the Group's core values and the union's principal objective of representing the best interests of staff within the Bank.

As a result of this new agreement the Bank will negotiate and consult with Unite over a wide range of terms & conditions of employment including:

- **Basic pay**
- **Grading and salary structures**
- **Core hours of work**
- **Job security terms (severance pay calculation)**
- **Sick Pay calculation**

**Unite Finance: Support, Security, Solidarity**

- **Overtime, shift, stand-by and call-out payments**
- **Union recognition arrangements**
- **Holiday entitlement and holiday pay**

In addition, the bank has committed to continue to engage and consult the union (and negotiate where appropriate) at the earliest opportunity over a series of issues affecting employees such as:

- **Staffing arrangements arising from organisational change or changes to work practices**
- **Reward issues not specifically stated elsewhere (including discretionary bonuses and incentives and scheme rules)**
- **General pension scheme matters**
- **Performance management policy and processes including Performance Improvement processes**
- **Discipline, grievance and harassment procedures**
- **Mobility**
- **Parental Leave policies & procedures**
- **General employment policy changes**
- **Job Evaluation process**
- **Health, Safety, Wellbeing & Security**
- **Employee Engagement strategy**
- **Diversity**
- **Training & Development**

**Joint Statement From the Group, Accord and Unite:**

*“Accord, Unite and Lloyds Banking Group have today agreed to a new, collaborative working relationship which will benefit all Group colleagues. This will build on our existing good relationships and commit all parties to improve the working environment, promote an inclusive culture and reward colleagues fairly for their contribution in helping Lloyds Banking Group become the best bank for customers.*”

*“The relationship between Lloyds Banking Group and its recognised trade unions is underpinned by a commitment to joint problem solving, meaningful dialogue and an agreement to seek viable solutions in support of the Group’s strategy. This collaborative approach continues to recognise the independence of Accord and Unite and their objectives of protecting and promoting employment across the Group.”*

**Unite Comment:**

Unite believes that this new agreement is a positive development in the relationship between the union and the Lloyds Banking Group. Central to this will be a progressive approach to engaging and involving all employees in all divisions, to ensure that the Bank’s future success and the security of workers employment, the quality of our member’s jobs and their pay and remuneration, are placed on an equal footing.