

# Pay – Pleasing result under the circumstances

**B**y the time you read this you will be aware that the result of pay negotiations was a “pot” figure of 3.25% available for general distribution from 1 January, 2009. In order to go towards rectifying a problem with certain lower banded roles identified, primarily in Membership Services and the branch network, £268,000, or 0.35% of the paybill, has gone to a significant group of people on top of their share of the general sum of 3.25% mentioned earlier.

This group has been identified as containing staff in roles such as Administrative Assistant, Administrator, Customer Service Advisor in CSC, along with some Member Advisors, Savings and Investment Advisors and Assistant Branch Managers from the network. Recent market data has shown that some jobholders in this group are paid below the level associated with Britannia’s policy of paying the market median.

This year, a different approach was taken to negotiations to avoid some of the problems that were encountered the previous year which resulted in a settlement being achieved only at the eleventh hour.

Feedback on pay aspirations was taken from a sample of around 10% of Union members to ensure that we had a good feel for the mood across the business. A paper was compiled to be delivered to the Group Executive Board (GEB), which included reference to the well-publicised cost of living increases, pay settlements from other financial institutions, Britannia’s performance and our opinion on the affordability of any settlement, and the general economic situation. This was presented to the GEB at the end of September together with a figure that the Union’s Officers had derived from all the data in our possession.

The purpose of the presentation to the GEB was not

to negotiate; moreover it was to help the business’ most senior managers understand where BSU would be coming from when it submitted its claim formally on 1 October.

The GEB was then able to consider this information before arriving at the pay mandate, which is the bottom line (or, in this context, more accurately the top line!) for the pay pot.

On 1 October, the Union formally presented the pay claim and the pay mandate was disclosed by Management.

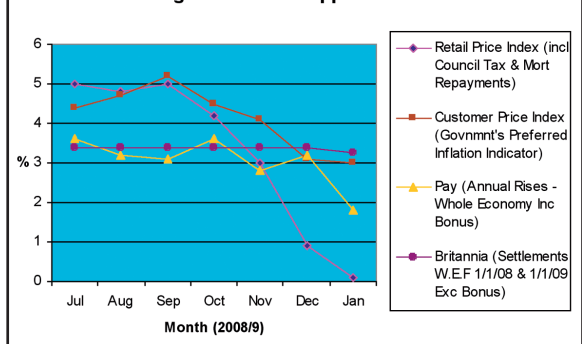
There were some points contained in the mandate that were discussed in subsequent meetings and, ultimately, any issues were resolved.

Even during our final preparations a procession of shockwaves were being felt at the death-knell to the independence of such long-established companies like Bradford and Bingley, Halifax/Bank of Scotland, Lehmans and smaller players like the Derbyshire and Cheshire building societies.

Clearly, BSU recognises that Britannia is also subjected to the challenges presented by the “credit crunch” and therefore, whilst the settlement fell slightly short of what the Union had asked for, we felt it was acceptable and represented a sum that in no way threatened the long-term future of the company and our members. On this point, it is interesting to note that one building society settled with its union for a relatively low figure on the basis that there would be no redundancies and yet, within the twelve-month “agreement”, over 100 job losses were announced!

We are grateful to those members who gave us feedback during and after the negotiations and we would assure you that we do listen to all views.

Earnings Increases Mapped To Inflation



## Bank Holiday Cheer Needed

One way to cheer up stressed workers would be for government to create a bank holiday in the autumn, the TUC said as it stepped up its campaign for a new Community Day in October.

This would help bridge the four-month gap between the August and Christmas bank holidays, give parents a day off during half-term, and encourage more people to get involved in the work of community and voluntary groups.

The earliest date a Community Day could come into effect would be October 2010, by which time most commentators expect the economy to be on the road to recovery. A new public holiday could give a much-needed boost to service and leisure sectors that are expected to be hit hard by the downturn, with one million businesses standing to benefit. MPs are backing the bid for there to be a ninth bank holiday in England and Wales which would go some way to addressing our being the poor relations in Europe; only Romania has fewer while, for example, Scotland and Northern Ireland have ten and Spain has sixteen!

## Who to contact at BSU ...

At BSU, although we prefer members to contact local Reps, we're not precious about territory.

Whenever you're thinking of getting in touch, you can be assured of total confidentiality. We will only share information with management with your permission.

### List of Reps:

Name	Work Location	Work Telephone
Lesley Nelson	Leeds	01132 450 178
Rachel Dennis	Affinity-North West	07736 929 346
John Stoddard	Staff Union Office	01538 399 627
Jemima Weller	Loss Recoveries, Platform	02075 128 623
Rose Loxton	Birmingham	0121 643 9445
Christine Bennett	Taunton	01823 337 667
Gavin Noyce	South Coast	07860 523 578
Tricia Kershaw	Affinity-London	07971 816 484
Claire Tibbles	East Anglia	07931 422 968
Mark Gordon	Sales & Proposition, Platform	02075 128 988
Alun Davies	Direct Savings Bristol	01538 397 526

Sue Samuels	Britannia International	01624 681 112
Lisa Beverley	Staff Union Office	01538 399 627
Wayne Lancaster	Contact Centre Service	01538 393 581
Carl Plant	Facilities	01538 393 843
Louise Emberton	New Lending	01538 394 800
Adrian Northcott	Staff Union Office	01538 399 627
Georgina Taylor	QTABS	01538 393 812
Jayne McVeigh	Past Business Review Team	01538 392 000
Paula Parkinson	Savings Services	01538 391 714
Kim Bailey	Network Sales	01538 394 904
Carolyne Davies	Sales Channel Training	01538 393 234

If you are interested in becoming a Rep, pick up the phone and call Lisa, Adrian or John at the Union office on 01538 399627.

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To join BSU, use the link on Britnet (Employment and Training>>Staff Union>>On-line BSU Application Form), call 01538 399627, or email [staff.union@britannia.co.uk](mailto:staff.union@britannia.co.uk).