

10th October 2017

TIPPING POINT...

The Bank will announce shortly that it's extending the enhanced severance terms. The HR financed in-house staff unions will claim this is an example of positive engagement and that "only by having a seat at the table" can you influence the Bank's actions. **It's nothing of the sort. The legal position is such that the enhanced severance terms are contractual for Lloyds staff and don't need to be extended because there is no expiration date in the first place. Lloyds staff are entitled to those enhanced terms indefinitely and if the Bank ever attempted to walk away from its obligations then it would face legal action in the High Court immediately: that would be action, it knows it would lose.**

Lloyds heritage members have been writing to Jenni Tippin, Group People and Productivity Director, asking her to confirm the legal position. In that letter members ask:

"I understand that heritage Lloyds Bank employees transferring to IBM have been told that their enhanced severance terms are contractual and form part of their contract of employment. I should be grateful if you could confirm that my heritage Lloyds Bank enhanced severance terms are also contractual.

Furthermore, I should be grateful if you could also



confirm that, if my heritage Lloyds Bank enhanced severance terms are contractual, which they must be given that you've confirmed that to staff in Group IT already, there is no expiry date for those terms; in line with the Job Security Procedures and Redundancy Payments Terms Policy, unlike for my heritage HBOS colleagues."

It would appear that Ms Tippin, presumably having taken legal advice, is refusing to respond to those letters. We'll be producing a further letter for members to send to Ms Tippin in the next few days. **If the Bank can't change the Lloyds terms, then it's got no choice other than to extend the enhanced HBOS terms. That's the only reason the**

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HBoS terms are being extended; nothing to do with the in-house staff unions. They know it, we know it and the Bank knows it. Whilst they are sitting at the 'partnership' table twiddling their collective thumbs, LTU is busy getting on with the business of making sure our members are protected legally.

Members with any questions on this Newsletter can email us at 24hours@ltu.co.uk.

Mark V Brown
General Secretary

WHAT OUR MEMBERS SAY!

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I wanted to say a sincere thank you for all your help over the last year or so on my case. The solicitor said she was amazed at how far I had got in standing up to the bank and said although the bank's behaviour was disappointing she still viewed my outcome as a victory - and she said it was very obvious I had the full backing of a very supportive and effective union, which she said was rare to see.

I'm very aware I wouldn't have got to this outcome without your help, and I'll be ever grateful I was a member of LTU.

Many thanks for your help.

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Let me once again express my sincere appreciation to you and [the Barrister] for an outstanding job during the Tribunal.

The main reason why I wanted to go to appeal was not just because of me, but for ... other future innocent, weak and distressed claimants.

I do hope that many more people will not be sacked when the employee has not committed any crime as stated by this judgement in the future.

Once again, thank you all for the support that I received on this case.

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I've been an LTU member for many years and it's certainly paid off. The help LTU gave me to get what I was entitled to was invaluable.

I'm so appreciative of everything you've done to help me over the last few months.

I really wanted to appeal against what the Bank did but your help and guidance all the way through has been brilliant.

I wouldn't have known where to start, but you've helped me every step of the way and made everything so clear so I can understand it. Thank you.

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