

# Black Cloud Engulfs IT Staff

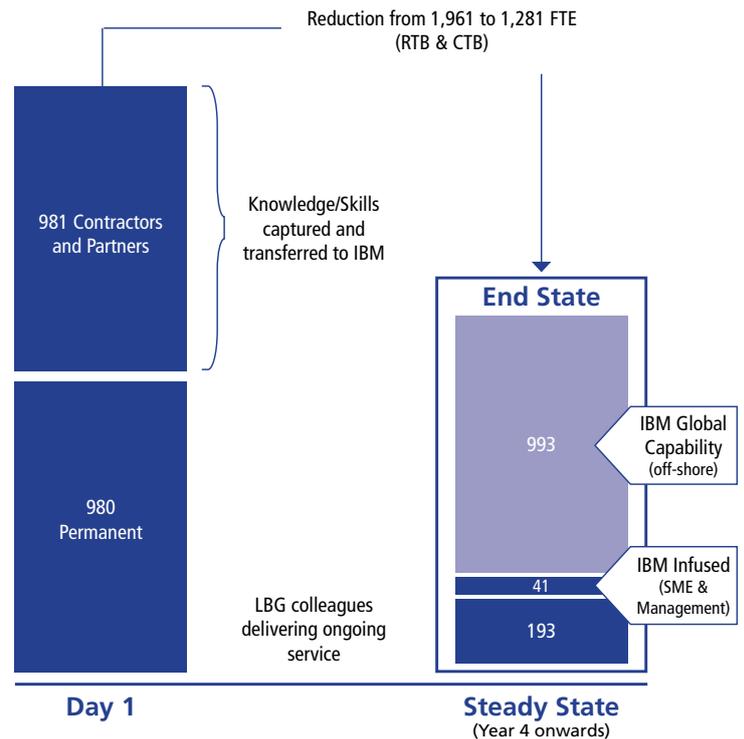
A number of members in Group IT have questioned the timing of the Bank's announcement to out-source and then offshore 500 IT jobs to India. The Bank's Cloud Technology strategy has been known for many months, LTU published details of what was going to happen back in March, but the Bank waits until 48 hours before the general election to confirm the details of the worst kept secret in LBG. Why now? Why not next week or the week after? Given the fact that its proposals had been criticised in previous media reports, one could be forgiven for thinking the Bank was trying to manage the bad news by making sure it was announced whilst the attention of the media was rightly focused on more important issues.

## Redundancies From Sept 2018

In one of the most startling admissions in the Bank's announcement it says:

"Following the TUPE transfer IBM will review the organisational structure of the operation as part of the transition and transformation process. Whilst we anticipate this review will ultimately result in a colleague impact, IBM confirms that there are no planned compulsory redundancies within the first 12 months from the date of transfer".

**Given what we already know about IBM's plans to offshore most of the jobs to India, the Bank has admitted that from September 2018 onwards, IBM will start making staff compulsorily redundant and transfer their work to other IBM locations before it's eventually offshored to India.** The graphic opposite,



from Morteza Mahjour's original presentation to the GEC, makes it clear that the agreed steady state is a small onshore presence, but with most of the current LBG jobs based in India.

**The 500 LBG staff being transferred to IBM are effectively being given 12-months notice that their jobs are going to be made redundant and many will be left high and dry in an organisation they didn't choose to join.**

What we find staggering is that neither Accord nor Unite have challenged LBG or IBM on offshoring. Both organisations have simply accepted it with-

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out saying anything. Accord's General Secretary said "We've been working hard to ensure that they have secure futures with IBM and that their terms and conditions of employment are appropriate and commensurate." If the agreement Accord has reached with LBG and IBM constitutes security, then one can only wonder what insecurity looks like. Simply rolling over and playing dead is not acceptable when 500 staff face the very real prospect of their jobs being offshored to India.

**There is no point in having a seat at the table, if you're only there because you're on the menu.**

Our next Newsletters will focus on terms and conditions and pensions following the outsourcing. In the meantime, members with any questions can email us at [24hours@ltu.co.uk](mailto:24hours@ltu.co.uk).

Mark V Brown  
**General Secretary**

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