



Unite Seconded Representative Candidate Statements

Elections 2023/25

Cris Leatham-Frost

I am one of the current role holders for seconded representative. When I asked for your support back in 2020 I promised that I would campaign for a more inclusive workplace, a better health and wellbeing offering, and clearer performance management goals.

I believe I have played a key part over the last 3 years in:

- Developing Unite in LBG's social media presence and website
- The great pay campaign in 2022 which led to some results which set the trend amongst the banks
- Developing representatives into becoming competent and comfortable in their role

If elected for a further period I would look to build upon the work I've already done and also commit to:

- Campaigning to make a 4-day working week the normal practice with no loss of pay
- Continue to press the bank on the issue of bank holidays – this should not be classed as a standardised day and should be classed as a premium working day
- Build representation in areas where we are currently underrepresented. This can include departments or equality strands, we need to make sure our rep population is inclusive and reflective of our membership

I hope anyone who has interacted with me would agree that I am a person that brings others together – I may not do everything for someone but I will try my hardest to provide the tools for them to do what is needed. I will strive to make sure that everyone who comes to work is treated with dignity and rewarded well. That is the least we can expect from a large employer like LBG.

Carolanne Watson

I am looking for your support to continue the role of Seconded representative within LBG.

Your vote will retain a dedicated representative who is your first point of contact, in promoting your voice, resolving difficulties and work problems, as the business continues to evolve at pace.

I have represented your views at all levels, looking after your interests, dealing with complex issues with successful positive outcomes. My aim remains to add value, building on and maintaining relationships, with the people at the heart of the business.

I want to continue to represent you to achieve win-win outcomes with co-operation and joint problem solving, bridging the gap in ensuring your voice is heard in all aspects of work related to the organisation and to focus on the growth of Unite within Lloyds Banking Group

I am proactive in the wider issues of negotiation, employee relations, bringing 25 years in banking and finance with in-depth knowledge of the colleague experience from 'all sides' of the business. I have experience of the systems, processes, and cultural practices that exist within LBG in Retail, Risk, Operations and Transformation Change. I have direct experience of the policies and regulatory impacts alongside the broader issues impacting Finance and Legal

Qualified in Employment Law I am a workplace rep who can maintain a credible, open, and honest approach to improving the collective force. Representing your views to the bank and acting as the link to developing new ways of working influencing the business and furthering your interests with integrity. Building on inclusion and Diversity and, with your support, ownership for the future and making a difference in shaping LBG. I welcome the opportunity to continue the groundwork already set out supporting members in a world of unprecedented change.

Kelly Shaw

I have been a rep for 7 years within Lloyds Banking Group (LBG), working in various positions to ensure the change that is needed happens, and happens fast. I am incredibly resourceful, purposeful, driven and creative. I feel strongly about fairness, equality and ensuring individual voices are listened to and seek to bring honesty and integrity to everything I do.

I have been seconded to Unite full time for the past 3 years and I am seeking your vote to continue in post as we need strong leaders to continue building on the successes I have helped achieve as well as the passion to drive forward the issues that matter most to you!

My priorities for the next 3 years will be:

- Campaigning for the 4-day working week with no loss of pay! This is a mammoth undertaking, but when I am passionate about an issue, like the pay campaigns and staff mortgage campaign, I know my drive and work ethic will help us achieve success!
- Continuing our ever-improving pay deals! I have been a key part of the negotiating team for the past 3 years and year-on-year we win bigger and better, partly down to my creativity and strategic input into the mass amount of work that goes into it.
- Continuing to build our union strength with your backing.

The key strengths I will bring to the role is my effective campaigning spirit and ability to execute strategic plans in the long and short-term as well as employing my creativity and influence to get results. I have been at the forefront of many high-profile campaigns within LBG, influencing every part of our strategies. I know the challenges our members face, and I am the right person to continue protecting our members and fighting for your jobs, pay and conditions!

Susan Monti

I currently hold the position of seconded rep, and thoroughly enjoy the role, and am very keen to continue in this role, to ensure consistency for members and to continue to ensure I get the best deal for our members. Over the last 3 years I have built up excellent relationships with both members and senior colleagues, and maintaining these relationships improves and increases our membership. Members can see the excellent work that we have been doing in regard to the Job Security Agreement, Pay, and many other wins for Unite and the membership. I am regularly contacted by managers asking for my advice on the best way forward, which I feel shows the respect they have for my opinion, and again helps ensure the best way forward for members I have gained, and am still gaining experience in representing members, dealing with some very complex cases. I am currently a Health and Safety Inspector, and thoroughly enjoy the role, ensuring safe workplaces for colleagues/members, who I actively engage with whilst carrying out this role. I currently sit on the Scottish Health and Safety committee, and am also a member of the Regional Industrial Sector Committee (RISC), which engages with other financial institutions, which allows us to share knowledge and best practice. Ensuring the best way forward for our members. A major difference to this year's elections for seconded rep positions is that they have been deemed national positions as opposed to regional so for the first time since I have been a rep there is the potential that Scotland will not have a fulltime elected official supporting and representing them. Members are at the heart of everything I do, and will continue to be so. I am happy to be contacted at any time if anyone has any questions.

James Westall

I'm applying for the seconded rep role, as I want to continue the drive of positive change I've been part of over the last 3 years. I've been a rep for the last 8 years and part of the National Company Committee for the last 5. Over this time I've helped members and colleagues across the country in their time of need.

Over my time on the NCC I've been an important part to many campaigns and negotiations, which have resulted in positive change and wins for all colleagues across the bank, including the latest pay negotiations, which has led to an unprecedented pay rise.

Going forward I want to continue to drive these positive results, and the push for a better pay, terms and conditions across the bank and the entire sector. I'll do this by working with members across the bank and working with Unite as a whole. I'll build on the foundations that have been put in place over the last year, and the support that's in place across the finance sector.

Donna Roberts

I've been a Unite Rep for a few years and as part of this role been involved with member meetings both with management and the Union itself.

I've enjoyed the role and would like the opportunity to stand for the seconded rep role. I was co-opted onto the NCC for a short period and gained some experience on a national level. I know amazing gains are being achieved for our members within LBG and will continue over the future years.

I've been a Rep in my previous workplace for 19 years and was an ACAS employment law adviser for a number of years so I've gained lots of experience/Knowledge with workplace issues. I can bring some of this knowledge/experience to the role.

I'm very approachable and always have many members contact me with concerns with various issues they're affected by within the workplace and act quickly to resolve these by arranging or facilitating meetings with management to try and resolve these quickly.

Lots of you will already be aware of the work I do as a Rep in Speke as I would've provided assistance to some members on issues you've experienced.

I'm part of Glasgow customer relations team and based in Liverpool and currently work from home. I know the issues that affect members as I do the role on a daily basis. I understand the challenges we all face having to be there for customers and how much we've given LBG supporting them especially during the pandemic whilst still having to deal with our own personal challenges. I would continue to work hard to support members in trying to achieve any improvements we can to terms and conditions.

I'm a passionate Rep and believe by working /supporting each other together as a union we can achieve so much more for members within LBG.