

Ulster Bank Opens Phased Withdrawal Redundancy Programmes for Exits in 2023

Programmes to Focus on Areas of the Bank where Work has Reduced or Ceased, including Branch Colleagues

Further Programmes Expected in 2023/ 2024

This morning (16 Nov 2022) Ulster Bank announced to colleagues the first redundancy programmes as part of the phased withdrawal of Ulster Bank from the Republic of Ireland. These programmes are opening following a period of consultation with our employee representative bodies (FSU, ECB, Unite and EEC) and the consultation process will continue over the coming weeks.

This is a significant milestone in our phased withdrawal, and we anticipate that through both programmes, circa 600 colleagues will leave the bank via these redundancy programmes from March 2023. In both programmes where colleagues want to leave earlier and where we can enable this to happen safely, we will endeavour to do so. Other colleagues have and will continue to leave the Bank through the TUPE element of our transactions with Permanent TSB and AIB. Ulster Bank also expects further redundancy programmes will be opened in 2023 and beyond.

Both schemes open today, with a two week window for in-scope colleagues to apply (by 30 November) colleagues who have been accepted to the scheme will be advised of the outcome of their application in the New Year.

While Ulster Bank is not currently announcing a firm date for branch closures, 25 branches will close in January and will reopen as PTSB branches, for the remaining branches Ulster Bank expects to be in a position to update further on this in the New Year.

The two programmes are:

1. An “At Risk” Redundancy Programme for c.450 colleagues working in our remaining 63 branches not transferring to Permanent TSB, and for a small number of other colleagues in Personal Banking.

In an ‘At Risk’ process, colleagues have the option to apply for Voluntary Redundancy or enter a period of redeployment where they can look for another role on either a temporary or longer-term basis.

2. A Business Led Voluntary Redundancy Scheme (BLVR) for c.350 colleagues and teams across the bank in Services, Functions and Personal Banking Divisions where we anticipate that work will cease or significantly diminish during the first half of 2023.

The BLVR scheme is volunteer-led, and those in scope will be invited to apply for Voluntary Redundancy. If accepted, colleagues will be provided with a leaving date aligned to business needs and we expect that individuals will begin to leave the bank from Q1 2023 onwards.

Ulster Bank Chief Executive Jane Howard said:

“Today is a hugely significant moment for our colleagues as we progress our phased withdrawal. Our colleagues continue to be dedicated to our customers and each other as they work to support customers through all elements of the phased withdrawal, and I remain very thankful for this. While these plans have been well signposted to colleagues as part of our withdrawal communications, the programmes announced today will offer some clarity for those in scope, and for those not in scope today, we expect that further redundancy programmes will be opened in 2023 and beyond, meaning that colleagues who are not in scope today, are likely to be included in future programmes, with exit dates expected to be later in 2023 and 2024.

“While we have not yet announced a precise date for our 63 branch closures, we expect to be in a position to update further on this in the New Year.”

Ends.

Note to Editors:

As concluded with the FSU in June 2021, these are the terms of Ulster Bank’s withdrawal enhanced redundancy package:

Where applicable, the Bank will pay the following redundancy terms to all UBIDAC employees and colleagues in Northern Ireland within the UBIDAC supervisory hierarchy:

- The greater of five weeks (inclusive of Statutory Redundancy Entitlements), pay per year of service or four weeks plus statutory
- Subject to a cap of 104 weeks, and £300,000 (or Euro equivalent based on current FX rate 5-day average)
- A minimum payment of 20 weeks regardless of service.

Training Grant: of up to £4,700/ €5,000 to assist with the cost of undertaking an accredited training course. Alternatively, colleagues will also have the option to use the Training Grant as an additional voluntary pension contribution, instead of funding training.

Long Service Payment: An ex gratia long service payment of £4,700/€5,000 for colleagues with service of 25 years to less than 30 years and £7,050/€7,500 for those with 30+ years’ service.

This payment is not included in the calculation of the redundancy cap of £300,000/€ equivalent.