

# New banking collective bargaining agreement (CBA)

Are you ready ?



## 4 steps you should think about



### 1 Job descriptions



- Do you have job descriptions for all your positions?
- Are all of your job descriptions up-to-date?
- Do all of your job descriptions accurately describe the job and include all the necessary details?
- Does the position fall under the CBA?



### Job grading

2

- Are you familiar with the new methodology?
- Do you have a good understanding of each criteria?
- Do you have sufficient knowledge on how to organise workshops?
- Do you know who should take part in the grading workshop?

### 3 Communication



- Do you know how to manage communication on a project like this?
- What can be communicated? How? To whom? When?
- Are you able to deal with employees questions and any misunderstandings?



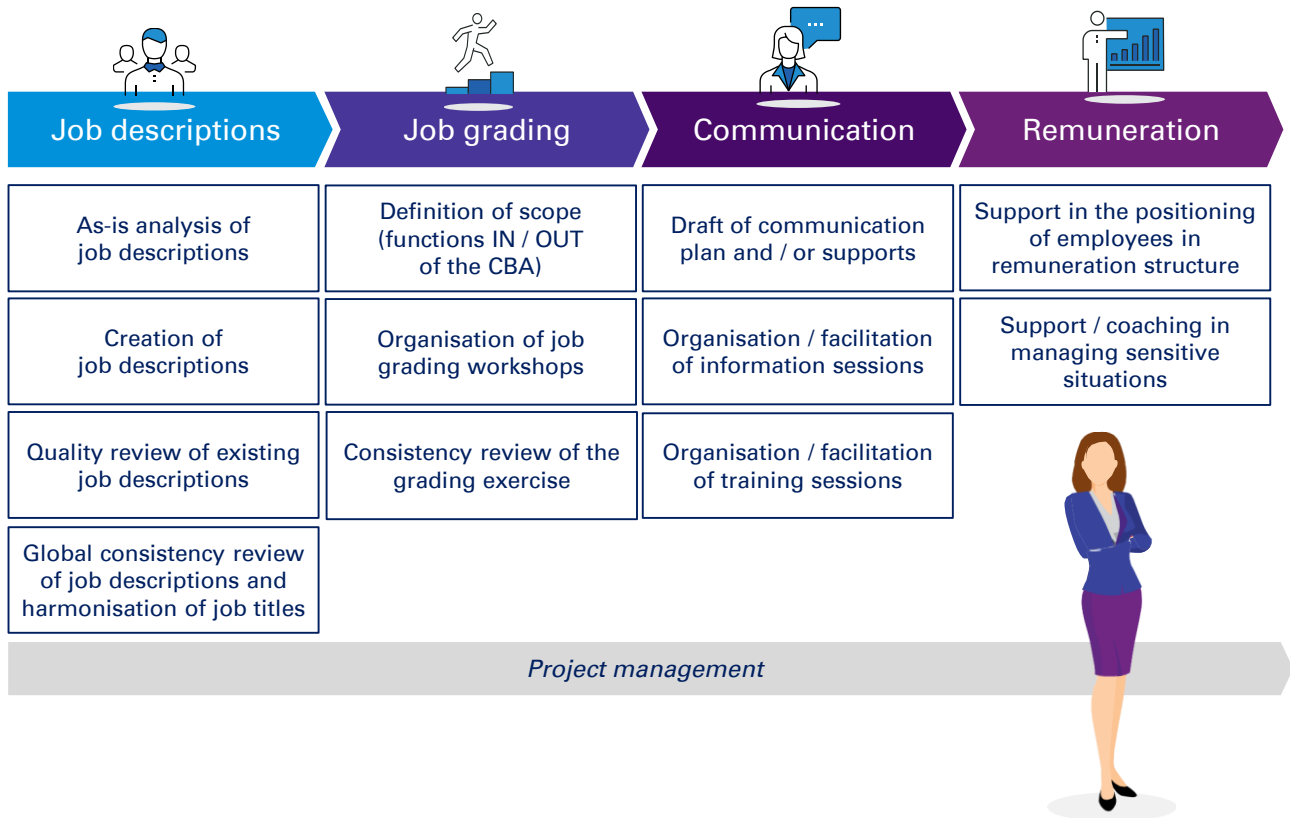
### Remuneration

4

- Are you ready to position each employee in the remuneration structure based on collaborator's experience ?
- Are you fully informed as to the impact on salaries and the related cost for the bank?

# Customised KPMG services fully adaptable to your structure

How can KPMG support you in this journey?



## Contact



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