

# MAKE A DIFFERENCE:

## BECOME A REP IN NAG



*Lynne Peacock CEO, NAG UK  
David Fleming, National Officer, Unite the Union*

Lynne Peacock, CEO of NAG, endorsed the new Workplace Reps Agreement concluded between NAG and Amicus at the Global Unions' Conference on 8 June 2006 in Glasgow.

Ms Peacock commented: "NAG recognises Amicus as an important stakeholder within the group and the introduction of the workplace rep structure will be positively viewed as helping the group to improve the way we do business."

Interested?  
Then read on ...

## UNITE THE UNION IN NAG

MAY 2007

### STOP PRESS

As from 1 May 2007,  
Amicus is now Unite the Union



## WHO ARE **UNITE THE UNION** REPS?

They are ordinary Unite the Union members working in all areas of NAG from Financial Solutions Centres to Operations, IT and the Retail branch network.



Reps can be full time, part time, term time or shift workers.



They make a real difference in the workplace by supporting, advising and representing their colleagues.



## WHAT DO **UNITE THE UNION** REPS DO?

- **Support and Advice** - Reps are trained by Unite the Union on a wide variety of work-related issues including redeployment, changes to job role, sickness absence and grievance.
- **Represent** - Reps have a role in representing members who have individual problems. They can help members who feel they have not been treated fairly at work by helping to prepare and present a grievance. Many members benefit from Unite the Union representation at formal disciplinary hearings or at formal hearings about work-related matters.
- **Promote Unite the Union** - This is an important part of the role. Growing the union increases our strength and ensures the views of the workforce are heard from all over NAG.
- **Resolve Local Issues** - Often local issues can be resolved by sitting down and talking through the impact of changes and how this affects staff and the matter can be resolved locally without escalation to a higher level. Examples of this would be implementation of national agreements at local level, overtime and meeting room space.

You also have the opportunity to get involved in some of the working groups with the bank such as Equal Pay, Health & Safety, Employment Policies.



## DOES **UNITE THE UNION** PROVIDE TRAINING?

Yes, we have a 3 stage reps course, with each stage comprising 3 days.

We guarantee you will meet lots of interesting people and, by the end of the course, will have:

- A good understanding of the disciplinary process.
- Awareness of different approaches to problem solving in the workplace.
- Improved communication skills.
- Learned how to put your point effectively.
- Representational skills.
- Knowledge of building union organisation in your workplace.



## WHO WILL I REPRESENT?

All workplaces/departments are entitled to a rep. Within Retail there will be at least 3 reps per district.

## WILL I GET TIME OFF FOR FACILITY TIME?

**Yes**, this Unite the Union initiative has the full support of the Company including paid time off.

## WILL MY TARGETS BE ADJUSTED?

**Yes**, they will take account of your Union Facility time.

## WILL MY CAREER PROSPECTS TAKE A NOSEDIVE?

**Definitely not.** On the contrary, the Company views the role of the rep as helping the group to improve the way its business is done and your appraisal will take account of this. It is important that you discuss with your line manager the importance of your role as a rep in your PMF discussions and identify this as an area you wish to see developed.

Your skills and confidence will grow through your work as a rep and your influencing and negotiating skills will be enhanced. You will also learn to problem solve and communicate more effectively. These are all skills you can use in your usual job.

If you are interested in talking to other reps, please contact Jan Douglas or Joanne Casserly (0141 248 7131) and they will put you in touch.



## HOW DO I BECOME A REP?

Simply fill in the form overleaf! Reps are accredited by Unite the Union. Unite the Union has regular updates and there is a support network available. If you want to make a difference in your workplace, and, at the same time, increase your own skills, now is the time to step up to this challenging role.



Once we receive your form we will be in touch to set up your training and you will receive our regular Union rep update  
NAG 'N' UNITE THE UNION.



*Mary Alexander & Wendy Dunsmore  
National Secretaries*





## APPLICATION TO BECOME **UNITE THE UNION** REP

If you are interested in becoming an **Unite the Union** rep, please speak to your work colleagues and complete and return this nomination form.

Name ..... Unite the Union Membership No .....

Business Unit:

IFS       Retail       Technology       Operations

Third Party Distribution       Risk       Finance

CSD       Products

Workplace postal address: .....  
.....

Workplace phone number: .....

Workplace fax: .....

Workplace email address: .....

Home address: .....  
.....

Home phone number: .....

Mobile phone number: .....

Home email address: .....

*continued overleaf*

Name of your line manager: .....

Contact number of your line manager:.....

We below nominate the above Unite the Union member to be our workplace rep:

	Name of member	Unite the Union Membership No
1		
2		
3		
4		
5		

**PLEASE RETURN THIS FORM AS SOON AS POSSIBLE TO:**

Jan Douglas  
Unite the Union  
John Smith House  
145/165 West Regent Street  
Glasgow G2 4RZ

