

NATIONAL AUSTRALIA GROUP

UNITE IN TALKS OVER DISTRIBUTION OF 5% PAY POT

Unite is currently in discussions with NAG over the distribution of the pay pot for year 2 of the three year deal, the terms of which were agreed via a ballot of our members.

PAY DEAL YEARS 2 & 3

The terms for the 2nd and 3rd year of the pay deal are:

- Salary pot linked to RPI plus 0.2% in each year with a minimum of 2.5% and a maximum of 5%
- RPI data to be used will be the September figures in 2008 and 2009 announced in October.

What Happens Next?

The RPI figure for September was 5% and the Bank has confirmed this will be the figure made available for the annual salary review matrix for Groups A and B and for Group C subject to discretionary pay.

Unite is currently in talks with the Bank to discuss how the pot will be distributed for Groups A, B and C. Following feedback from our members via the pay survey and Workplace Representatives, we will be reinforcing Union policy of an across the board rise for all our members. We believe that protection from rising prices is essential in the current economic climate and a fair reward, recognising the efforts of all staff, is very important.

DIGNITY AT WORK

Ban Bullying at Work Day - 7th November

Unite and NAG support the "Ban Bullying at Work Day" launched by the Andrea Adams Trust some years ago. Every year workplace bullying costs the UK economy 6 billion pounds with 18.9 million working days lost to industry. The human cost is immense with the effects of bullying impacting on productivity, creativity, morale and general employee well-being.

NAG has signed up to the Dignity At Work initiative which was a joint venture funded by Unite and the government's Department for Business Enterprise and Regulatory Reform. The package included training for Managers and Workplace Representatives, on bullying behaviours and how to identify and challenge them in the workplace, which was completed earlier this year. There is also a Dignity and Diversity at Work e-learning module available on Learning Campus. We are currently working with NAG on updating the Dignity At Work policies. Steve Reid, Retail Director, said "National Australia Group UK sees Dignity at Work as being an important

initiative. Like most large companies, we have comprehensive Equal Opportunities and Anti harassment policies. The challenge is to make sure such policies are applied throughout the Company at all times to ensure we have a culture which respects everyone as bullying behaviour will not be tolerated. We welcome working with Unite on this important issue, which complements our own Corporate Principles."

UNITE'S SOCIAL CONTRACT

Unite launched its Social Contract for employers and employees last week with a very successful lobby at the House of Commons attended by the Union's Joint General Secretary, Derek Simpson, and Deputy General Secretary, Graham Goddard. Yvette Cooper, Treasury Secretary, spoke on the financial crisis and government plans to address the crisis including financial regulation. A number of MPs were also in attendance and a further meeting of MPs from across the political spectrum is planned for later this month at Westminster. There will also be a further lobby of Scottish MSPs at Holyrood. The Social Contract calls for greater financial regulations, an end to 'unfair rewards and lack of accountability for senior execs' and job security and protection of our members' terms and conditions including pensions. Further details can be obtained via the Unite Amicus Section website www.amicustheunion.org.

LOOKING FOR ADVICE AND SUPPORT FROM YOUR UNION?

We have two full time Senior Representatives and a network of over 30 representatives. For details of your nearest representative, please go to EH10-102 in the Employee Handbook or go to the NAG section on the Unite Amicus Section website.

Ian Campbell - Senior Rep (North)
Unite (Amicus Section)
T: 0141 223 3742
M: 07712 790554

Sally Hill - Senior Rep (South)
Unite (Amicus Section)
T: 0113 231 5552
M: 07712 790548