

RESTRUCTURES AND REDEPLOYMENT IN NAG

The financial crisis has had a devastating impact on Unite members across the Financial Services sector and Workplace representatives have been very busy fighting to preserve members' jobs whilst actively supporting Unite's campaign for an urgent regulatory overhaul of Financial Services' structures and recognition of Unite as a key stakeholder in the future of the industry.

The publication of our Reforming the Financial System Report to coincide with the G20 sets out our position very clearly as does our Social Contract which was presented to MPs at Westminster; MSPs at the Scottish Parliament and to Welsh Assembly Members. For Social Contract details go to www.unitetheunion.com/socialcontract and for financial regulation go to www.unitetheunion.com/financialregulation.

NAG and the Credit Crunch

Closer to home Unite representatives in NAG have been working very hard to ameliorate the impact of the recession and financial crisis on our members. Whilst NAG are reassuring the market with regard to their capital, liquidity and funding position, every area of the business is being subject to cost savings and is under scrutiny. Unite is meeting regularly with the business and making strong representations on restructure proposals to influence the outcome in our members' best interests. Since November 2008 there have been nearly 600 job roles impacted including the outsourcing of 130 Financial Planners to Axa Life. However, the number of compulsory redundancies so far has been minimal and we will continue to ensure that displaced members have the first option on new vacancies deemed suitable alternative roles.

Whilst the Company has committed to avoiding compulsory redundancies where

possible, Unite believes that, where roles are being made redundant, voluntary severance should be offered as an option allowing members who wish to continue working for NAG to opt for the remaining roles. In the past where there have been job losses, this is the approach the Company has taken. We do not agree with subjecting all displaced staff to an interview for a reduced number of roles where some staff do not want to continue employment once their role has become redundant. Please contact your Union representative for advice if you are in this position. We will continue to campaign for a voluntary severance process which is fair to all and allows members to go with dignity when their roles become redundant.

We have consulted with the business on the new redeployment process launched by NAG which is aimed at supporting employees find a **suitable alternative** role within and outwith the Bank.

Restructures and Redeployment

Job Security for our members is a priority for Unite and the Job Security Agreement we negotiated highlights the Bank's commitment to avoiding compulsory redundancies and securing suitable alternative employment for impacted employees with any necessary training provided.

What is Suitable Alternative Employment and how are terms and conditions impacted?

Redeployment to a suitable alternative role may have an impact on your terms and conditions. The impacts are as follows:

	Definition	Impact on terms and conditions
Suitable Alternative Employment (SAE)	<ol style="list-style-type: none">1. Does not involve a significant change in duties and is deemed a reasonable match to your skills, abilities, status and work history;2. In the same location or another location within reasonable commuting distance of your place of residence;3. Does not involve a change in working hours, which would place an unreasonable imposition in terms of personal circumstances, e.g. your responsibilities for the care of dependants; and4. Has the same or similar skill/complexity/responsibility to the current role with the same or lower market reference;	<ul style="list-style-type: none">• There would be no salary reduction.• Future salary progression would be in line with normal policy.• In most cases terms and conditions will remain the same. In some instances less favourable terms and conditions may apply. If this occurs they will be reviewed on a case by case basis with a view to a gradual progression to the terms and conditions of the new role.• Holiday entitlement will be maintained in all cases.

What does Alternative Employment mean?

Unite has **not agreed** the alternative employment solution proposed by NAG. Alternative employment involves a job offer of a role with significantly less skill/complexity/responsibility than your current job role. In most cases it will mean a pay cut immediately you start the new role. Whilst the Company offers some compensation in acknowledgement of your move to a lower paid role, there are specific conditions attached which you should be fully aware of involving clawback of compensation should your circumstances change.

Please note the offer of alternative employment is optional and you are not obliged to accept this. Please contact your Union rep for further advice on this before accepting any alternative employment offer.

What can I expect from the Company in terms of redeployment support?

The new procedure agreed means you should have access to the following:

- Weekly support from your manager, your HR Redeployment Co-ordinator and the People Advisory Centre (PAC) to arrange appropriate training. You should also have access to training support in your new role.
- BEI training is available to help you train for interviews and a new Redeployment Workshop will provide practical information and support in relation to change management, career development and the redeployment process. You should contact PAC on 0800 328 8303 to arrange this.
- The Redeployment Teamroom provides redeployees with access to all vacancies in NAG which are advertised in the Teamroom first before being extended to the wider NAG population. All vacancies are submitted on a Wednesday and will normally (sometimes it is longer) remain on the Teamroom for one week.
- Training for employees who have transferable skills but who require time to achieve a minimum competence in a new role.

A Quick Guide to the Redeployment Process

Your manager should explain the redeployment process and talk you through the Redeployment Support Pack.



Completion of Employee Redeployment Form contained in pack which should be emailed to HR Redeployment Co-ordinator as soon as possible. (This will be used for assessing your suitability for vacancies. It is important it accurately reflects your skills, experiences and preferences. You should ask for support on completing this if you feel unsure about the content of the form).



Use the Redeployment Teamroom to view vacancies which are submitted on a Wednesday for one week. If you see an advert you are interested in, you should contact the Recruiting Manager/HR Co-ordinator. Redeployees will be considered first by the Recruiting Manager. The Recruiting Manager will keep the Redeployment Co-ordinator up-to-date with outcomes and will arrange an informal chat by phone or face-to-face and/or arrange a BEI interview.



Successful applicants will receive written confirmation of their new role; this will be sent by HR Redeployment Co-ordinator.



Unsuccessful applicants should contact the Recruiting Manager and ascertain the reasons why they were not successful. If you are unhappy with the explanation given or need further support, training or guidance, please contact your manager/HR Redeployment Co-ordinator.

After a restructure announcement, affected staff should have a one-to-one with their manager or a member of staff who will explain what happens next.

In some areas of the business, the process remains as before with individuals who opt for Voluntary Severance being accommodated so that those who want to stay with the organisation can slot in to remaining roles.

However, in some recent restructures the business has insisted on interviewing all displaced employees whether they want to opt for voluntary severance or not.

Unite has challenged this process as we believe it undermines the Company's corporate principles and the individual's Dignity At Work and we are pleased to report the Company has not followed this process in recent announcements.

What support can Unite offer?

If you are a Union member we will support and advise you through this difficult time. We have regular meetings with the Company on redeployees and current and future vacancies and we can make representations on your behalf.



Not a Union member?

Join Unite's 2 million members and make sure your voice is heard in the workplace.

In NAG the membership is growing fast.

For £9.95 per month for full time staff and £5.78 per month for part time staff (less than 20 hours per week), you are entitled to receive support, advice and representation from Unite's trained representatives.

There is also a young person's rate for under 21's of £4.98 per month.

Join online at www.unitetheunion.com or call your Senior Rep for a membership form.

Contacts details are:

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