

# PAY 2008 – HAVE YOUR SAY

Unite has concluded pay talks with NAG, the terms of which include a three year deal for the first time. Members will be encouraged to make their views known on the deal by voting in the consultative ballot which we will be sending out to all union members in January 2008. We have chosen not to recommend or reject the offer believing it is particularly important post Ben Nevis that members make their voice known as key stakeholders in NAG.

Whilst the negotiated increase applies from January 1 2008, the increase will not hit pay packets until, at the earliest, March pay date given the timetable for the ballot which will be held from mid-January on.

**UNITE MEMBERS WILL AUTOMATICALLY RECEIVE A BALLOT PAPER. IF YOU ARE NOT A UNION MEMBER BUT WOULD LIKE TO HAVE YOUR SAY, THEN JOIN ONLINE AND YOU WILL RECEIVE A BALLOT PAPER.**

The deal is for three years as follows:

## Year 1 – Groups A, B and C

- 179 out of 219 market references will move upwards in line with external pay data.
- The new market references will apply before the pay increase.

## Groups A and B

- Employees rated Fully Competent (including Developing) or above will receive £800 p.a. or 3.25% whichever is higher.
- Employees rated Needs Improvement and with a salary of less than 100% of the market reference will receive an 0.5% salary increase.
- Employees rated Needs Improvement and with a salary which is 100% plus of the market reference will not receive a salary increase.

- Employees rated as Unsatisfactory will not receive a salary increase.

This means 66% of staff in Groups A and B (lower paid staff) will get a rise of 4% or more with a further 14% receiving between 3.25% and 4% and 9% receiving 3.25% or less.

## Year 1 – Group C (those on discretionary pay)

- Employees rated as Fully Competent (including Developing) or above will receive an underpinning minimum salary increase of £800 p.a. or 2% whichever is higher. Further discretionary increases will be available to reward performance from a total pot of 3.25%.
- Employees rated as Needs Improvement, and with a salary of less than 100% of the market

reference, will receive a salary increase of 0.5%.

- Needs Improvement employees with a salary which is 100% plus of the market reference will not receive a salary increase.
- Employees rated as Unsatisfactory will not receive a salary increase.

## Years 2 and 3

- The salary pot will be linked to the RPI plus 0.2% in each year with a minimum of 2.5% and a maximum of 5.0% to be made available for the annual salary review matrix for Groups A & B and for the salary decisioning exercise for Group C.
- RPI data to be used will be the September figures in 2008 and 2009 announced in October.



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**Working for you in NAG**

**Mary Alexander, National Secretary Tel: 0141 248 7131**

# Getting Your Feedback

This year for the first time we will be setting up a survey on the NAG section of our website (go to **www.unitetheunion.com My Amicus, Unite Amicus Section**) so you can tell us what you think of your pay increase and if you are on discretionary pay what that meant for you this year.

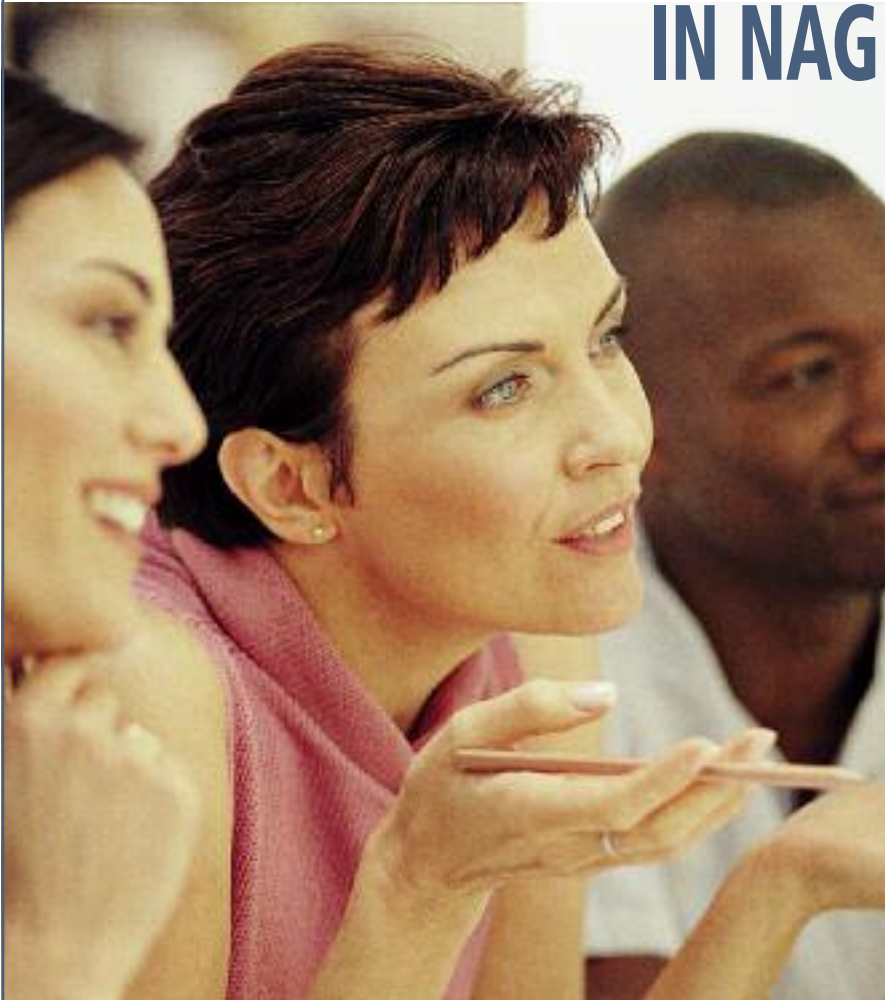
The survey is very short and will not take much time to complete.

All Union communications go on this section of the website and are accessible to all members.

The survey will be available from mid-January.

We will also be publishing details of how the discretionary pay process works and what steps you can take to challenge any decisions you think are unfair.

## UNITE - WORKING FOR YOU IN NAG



## Workplace Representatives

**We are currently looking for Workplace Representatives and Health and Safety Representatives for NAG, particularly from BDS and IFS areas of the business where we are underrepresented. We have an agreement with the Company which allows for target adjustment and the provision of facility time for reps. Unite will provide full training, enhancing your negotiation, representational and problem solving skills. If you are interested, please contact the Unite representatives listed below.**

**Martin McKenzie-Smith**  
Unite (Amicus Section)  
Seconded Rep North:  
T: 0141 223 3742  
M: 07712 790554

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

**Mary Alexander**  
Unite (Amicus Section)  
National Secretary  
T: 0141 248 7131

**Paul Neilson**  
Unite (Amicus Section)  
Regional Officer  
T: 0141 248 7131

**You can also e-mail  
the NAG helpline on  
[NAG@unitetheunion.com](mailto:NAG@unitetheunion.com)**

**Join online at [www.unitetheunion.com](http://www.unitetheunion.com)  
or call the recruitment hotline free  
0800 587 1222**