

# Staff Union Mail

Monthly Actions and Information from Nationwide Group Staff Union

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## Regional Council Meetings

We will be holding Regional Council meetings later in January and through out February. All members are invited to submit issues for discussion at their local Council via their District and Department Representatives.

Regional Councils play an important part in the democratic structure of the Union. They provide an opportunity for Representatives to bring forward the views and concerns of members and then to submit items for further discussion by the National Executive Committee (NEC). The NEC is responsible for directing the implementation of Union policy.

We will be holding our National Conference in October 2009 and Regional Councils will play a key role in formulating motions to Conference over the coming months.

Please take this opportunity to get involved and share your views with your local Representative. You can find out who your local Representative is from our website (follow the 'Who's My Rep' link in the 'Help at Work' section on the home page) or call us on 01295 710767.

**Tim Poil**  
General Secretary

### Regional Council Dates

#### Administration Centres

NAC - 26 January  
Swindon Service - 28 January  
Swindon Support Services - 29 Jan  
Bournemouth - 29 January

#### Retail

North - 2 February  
North of England - 3 February  
London - 4 February  
Central - 5 February  
South East - 11 February  
East - 12 February  
West - 17 February  
South West - 24 February

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## Union Communications

### E-mail: Help Us Keep You Up to Date

We recognise how important it is to keep members up to date with the news and views of the Union. To help us do to this more effectively and efficiently we need members to register their home e-mail address with us. We will then send you a personal copy of Union Mail every month plus additional e-newsletters to provide more information on the work of NGSU and the world of employment in general.

You can register you e-mail address with us in two ways:

Simply e-mail us at [ngsu@ngsu.org.uk](mailto:ngsu@ngsu.org.uk)

Update your union records online at [www.ngsu.org.uk](http://www.ngsu.org.uk). To do this, click on 'Members Pages' on the home page

and then 'Amend Your Details' from the sub-menu. Just enter your e-mail address into the form and click 'next' to send us your new details.

### NGSU Website Forum

Nearly 2000 members have registered on our website Forum - our private online chat room for NGSU members. We now have an online community that regularly discuss issues relating to work; share experiences and ideas and update the Union about issues in their area of the business. It's not just work related - recent light hearted topics range from New Year's resolutions to the latest action from the American football league.

It's quick and easy to register - just click on NGSU Forum on our website home page and click on 'register' to sign-up.

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## NGSU Roadshows

As communicated in November's Union Mail, NGSU officials and representatives visited a number of locations around the country to meet existing members, and non-members.

The events were a great success, enabling the Union to discuss with members their views and experiences at work. In excess of 400 members

entered our free prize draw at the various events, our lucky winner being Steve Newsome from Nationwide House.

We will be visiting more locations during 2009 - look out for details!

**Tim Poil**  
**General Secretary**

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## Employment Law 2009

There are a number of developments in employment law due during the next 12 months.

**The Health and Safety (Offences) Act:** The Act, which comes into force in January 2009, does not alter existing health and safety requirements but introduces the imposition of a maximum penalty of imprisonment of up to two-years for convictions relating to breaches of the Health and Safety at Work Act (HSWA).

**Flexible Working:** The right to request flexible working is extended to parents of children up to age 16 from April 2009. Nationwide's Flexible Working policy already applies to all employees but these changes mean that more employees can also rely on the statutory provisions to ensure that their request is dealt with quickly and fairly.

**Statutory Minimum Holiday:** From 1 April, the minimum paid holiday entitlement increases from 24 to 28 days. Nationwide's current minimum annual holiday entitlement and bank holiday leave already meet and exceed the new statutory minimum.

### ACAS Code of Practice on Discipline and Grievance

The minimum statutory discipline and grievance procedures introduced in October 2004 will be repealed from 6 April 2009. A new ACAS code of practice will be introduced, which although not legally binding, will provide the principles that will be taken into account by employment tribunals in determining the fairness of cases.

### Tribunal Award Limit

The limit on the amount of the compensatory award for unfair dismissal increases from £63,000 to £66,200 on 1 February 2009

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## January Draw Winners

### First Prize : £15,000

081487 : Sarah Elliott of Performance Management

### Second Prize : £5,000

086045: David Gibson of ITD Central - (C-LG)

### Third Prize : £2,000

092257 : Jennifer Babbage of GIST NAC

### Fourth Prizes : £500

117774 : David Norman of Rugeley

116179 : Tracey Carter of DS Marketing & Comm

112740 : Wendy Hay of Basingstoke

### Fifth Prizes : £200

086660 : Claire Cherry of Forfar

099639 : Jill Williams of ITD Central - (D-1) Inner

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