

NGSU Membership for Temporary Workers and Contractors at Nationwide

If you are a temporary worker who is hired by Nationwide (NBS) on a 'contract for services', or are a contractor, you are welcome to join Nationwide Group Staff Union (NGSU).

You will be eligible for a range of services offered by the Union but there are some important differences between the support we can provide to employees of Nationwide and to temporary workers and contractors.

This leaflet explains these differences, the types of services we can offer and the benefits of Union membership.

Does NGSU negotiate my contractual terms?

No - if you are a temporary worker you are engaged by Nationwide to work under a contract for services and are not covered by the 'collective bargaining' agreement between NBS and NGSU. This means that the Union doesn't have any direct input in determining the conditions in your contract.

Similarly, if you are a contractor, and are employed by another company, NGSU won't have recognition rights with that company unless you've transferred to them from Nationwide under TUPE regulations. If another Trade Union is recognised by your employer for collective bargaining purposes it might be more appropriate to consider joining them.

If you are a self-employed contractor you can benefit from general advice and our other benefits and services.

We do negotiate terms and conditions for all Nationwide employees and so, should you convert from a temporary contract to an open-ended contract, we will have a direct influence over the terms of your employment.

Does NGSU play any part in agreeing terms and conditions that affect temporary workers and contractors?

Yes - NGSU plays an important role in shaping the working environment at Nationwide and so we do have an indirect role in influencing the way NBS treats its staff and contractors. This can range from influencing rates of pay as a result of our negotiations about employees' pay to shaping the culture at Nationwide.

By becoming an NGSU member you'll be helping us to make NBS a better place to work for everyone - the more members we have the stronger our voice and the more influence we have.

Can NGSU provide advice about my Contract for Services?

Yes - we can provide advice about statutory rights that govern how your contract of service operates, for example, holiday rights as provided by the Working Time Directive (WTD) and matters such as equality and discrimination, data protection and health & safety. We can also give advice about any 'rules and procedures' that Nationwide will apply to you during your period of engagement.

If you are a contractor, we can give general employment advice about your terms and conditions with the company you work for.

Nationwide Group Staff Union

Registered Address:
Middleton Farmhouse
37 Main Road
Middleton Cheney
Banbury
OX17 2QT

Can NGSU support me with any disputes that might arise with Nationwide?

Yes - we can provide general advice about dealing with a dispute and where necessary we'll pay for special legal advice from the Union's solicitors and, if appropriate, we'll support any legal action required to enforce any contractual entitlements you're due.

In some cases it may be possible for us to use our relationship and contacts in Nationwide to resolve problems informally.

If you are a contractor we can support you in raising grievances with your employer should the need ever arise.

Can NGSU represent me at a formal hearing with Nationwide?

If you're engaged on a contract for services it is unlikely that you'll be asked to attend a formal hearing with Nationwide (only 'employees' are usually subject to hearings) and therefore the need for representation is unlikely to arise. However, should you subsequently join Nationwide as an open-ended employee you will be eligible for representation should you need it. If you are a contractor, you'll have a right to be accompanied to any formal hearing (held by your employer) by a trade union official and NGSU can support you with this process.

What other advice and legal support can NGSU provide?

As a Member you'll be eligible for free advice from our legal helpline which is provided by our solicitors, Slater & Gordon Lawyers. This is a helpline that can provide initial legal advice on all legal issues (not just employment matters). You'll also qualify for our free personal injury and compensation service - we pay the bills, you get 100% of any compensation due.

What happens if I become an open-ended employee of Nationwide?

Your NGSU membership will continue but your class of membership will change to a Nationwide member and you'll acquire full rights of representation from NGSU (assuming you've been a member for at least one month). You'll also be able to stand for Representative positions with the Union.

How much does it cost to join NGSU and how can I join?

The cost of Membership for contractors and temporary workers is the same as the full-time rate for NBS members. You can join us by completing an application form - these are available from Union Reps, the website, or call us on 01295 710767. Your membership subscriptions (and other payments to us, if applicable) will need to be made via Direct Debit, so please complete the Direct Debit mandate on the membership application form.

What other benefits do NGSU provide?

NGSU offers a range of services and benefits and as a Member you are eligible for all of these.

About NGSU

NGSU is an independent trade union that has been representing employees at Nationwide for over 50 years.

We are the only union recognised by Nationwide for the purposes of negotiating and consulting about working terms and conditions.

We work to protect and advance the interests of our members in all areas of the business.

We have a team of full-time professional staff and around 160 workplace representatives who support Union members in their business area and consult with local management.

Find out more about NGSU at ngsu.org.uk or call us on 01295 710767 Mon to Fri 9am to 5pm