Unite in NatWest
PAY 2026 UNITE PAY CLAIM

YOUR PAY YOUR SAY

THE CLAIM

Your Unite pay team has submitted the 2026 pay claim to NatWest Group and started pay negotiations. As the recognised trade union, our trained negotiators fight to improve the jobs, pay and conditions of A, B and C-grade workers in Great Britain, the Channel Islands, Isle of Man and Gibraltar.

Our pay claim is the first part of the process and is a detailed document that outlines our view on what a fair pay solution should be. It includes our analysis of the bank's ability to pay, cost of living impacts, previous real terms pay cuts and how NatWest compares with other banks. It is also driven, crucially, by members like you and the responses you gave us in the pay survey.

Pay teams across the finance sector have agreed that we will not recommend a pay deal that falls under RPI because this would mean a pay cut in real terms.

For 2026, Unite has requested:

- An 'RPI plus' approach to pay, requesting an increase of 6.5% to fixed pay for all workers (this is made up of 4.5% RPI plus an additional 2% pay rise)
- A separate budget for the discretionary pot. Members last year felt that the discretionary budget was too small to make meaningful changes, a separate budget would address this
- All pay ranges to be increased by the rate of RPI inflation as at 1st April 2026.

WHAT IS A PAY CLAIM?

This is the document that pay negotiators present to an employer. It outlines what the union's members require from a pay solution. It is, however, only an ask not a guarantee.

The employer takes the claim and presents a pay offer that attempts to address or dispute the claim.

Through a process of negotiations, the two sides aim to reach an agreed pay deal and it is this that is voted on by Unite members.

99% of respondents to our pay survey agreed that the bank's pay offer must be above the rate of inflation.

This is a fair pay claim that directly addresses the key points that you said were important to you. If you want to read the full claim, please click here.

Let us know your thoughts. We are happy to talk to any member about pay throughout the year. Comments and feedback from members has driven every aspect of this pay claim.

HAVE YOUR SAY ON PAY unite the UNION 2026

JOIN UNITE TODAY AND SAY NO TO BELOW INFLATION PAY!

Join Unite
Scan Here

Fighting for **JOBS • PAY • CONDITIONS**