Unite the union

UNITE IN NATWEST

January 2026

PAY 2026

Your Unite pay team are still in pay negotiations and working hard to achieve a pay deal that we can recommend to our members. Negotiations began in November 2025 and there have been productive meetings with bank representatives. Usually by this point we would have balloted members on a full and final offer from the bank. However, to date, we have yet to reach agreement on a pay solution.

This year, Unite pay teams across the finance sector have agreed not to recommend pay offers that see any worker receiving a fixed pay rise below RPI. In our pay survey, 99% of respondents agreed that a pay rise above the rate of inflation should be given to every member of staff. While pay negotiations remain under embargo, the bank's pay team have stated their position that their offer is competitive and fair.

Unite negotiators continue to press for the mandate you gave us to be adopted by the bank in the pay solution for 2026. Our mandate for negotiations was based directly on your feedback. You can read our fully costed pay claim here which includes Unite's assessment on the bank's ability to meet our claim in full and a comparison of pay rates at NatWest Group pay vs competitors.

UNITE DATA CLEANSE

Unite in the finance sector has started a review of all member contact details. You should have been contacted by Unite to confirm that the data we hold for you is up to date. This is important because if we can't contact you, then you can't have your say in our pay ballot.

Under GDPR, Unite is required to ensure that all member records are accurate. Unite never sells your contact details to any third party and no longer make any marketing/sales calls or emails. The only communication you'll receive from us is specific to your membership, important news relating to Unite in NatWest, or your chance to vote in ballots and elections.

When you receive the email from Unite, please take a moment to ensure that we have your personal email address and that all fields are up to date and correct. If you haven't received the email, please check your spam folder or contact rbs.info@unitetheunion.org.

Fighting for JOBS • PAY • CONDITIONS

ZOOM MEMBER DROP INS

You have told us you want more direct contact with reps. We are pleased to launch our new drop-in sessions – a new way to link in whether you work at home, in the office, centre or branch.

The first sessions are your chance to talk directly to the Unite pay team. We're also keen to hear your thoughts on the new under-performance policy – many members have already told us how this is being applied. These sessions are confidential and open to members only. Dates and times to follow and will be published on our **Viva Engage** page and via email.

A WORD FROM OUR NATIONAL OFFICER

Caren Evans, Unite's National Officer for the finance sector, has been working with pay teams across the sector. She said:

"Unite pay teams across the finance sector are working collectively to secure pay settlements for 2026. We are working proactively with employers to agree pay solutions that are fair, competitive, sustainable and reflect the employers' ability to pay. I remain confident that an agreed solution can be reached. I would like to thank the bank's pay team for their commitment to continue discussions in a positive and collaborative manner. Unite members will have the final say on the offer in a pay ballot once negotiations conclude."

JOIN UNITE

If you've read this far and are not a member, then you can join here. Only Unite members can vote on pay. We are the recognised trade union for A-C grade workers in Great Britain. We fight for improving and maintaining JOBS, PAY and CONDITIONS for all.