Unite in NatWest Pay Offer 2026

PAY NEGOTIATIONS UPDATE

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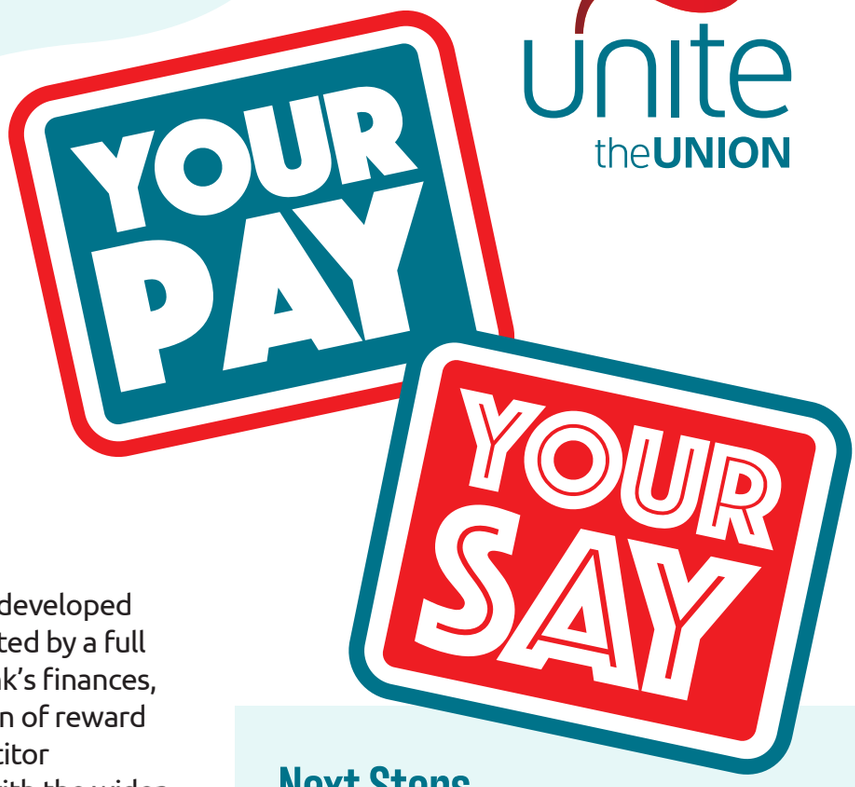

Your Unite pay negotiating team has been in discussions with NatWest on your behalf since November 2025, with a series of ongoing meetings held with the NatWest pay team.

Unite's **'RPI plus' pay claim** was developed using member feedback, supported by a full and thorough analysis of the bank's finances, its ability to pay and a comparison of reward at NatWest compared to competitor organisations. Our claim aligns with the wider finance sector position that **no worker should receive a pay increase below RPI**.

Throughout the negotiation period, the Retail Price Index (RPI) has continued to fall from **4.5% in October**, to **4.3% in November**, and now standing at **3.8%**. Historically, RPI forecasts have been inaccurate **97%** of the time, meaning we cannot reliably predict what the RPI figure will be in April.

Unite Pay Claim

You can read the fully costed Unite pay claim by scanning the QR:

SCAN ME

Next Steps

The pay proposal remains subject to the outcome of the Unite ballot and the collective bargaining process.

- **Ballot opens: 25th February**
- **Ballot closes: 18th March**

Unite will communicate the result to members shortly after the ballot closes. To ensure you are able to vote, please check that your membership details are up to date. If your email, workplace or other contact details have changed, please update them as soon as possible using the QR.

Update your details by scanning the QR:

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Unite in NatWest Pay Offer 2026

NatWest Pay Proposal

NatWest Group has presented its pay proposal for 2026 for workers in grades A, B and C who are paid within a salary range in the applicable locations.

The bank's offer is presented below.

	Position in Range				
	<90%	90.00%-96.99%	97.00%-104.99%	105.00%-119.99%	120%+
Grade A&B	4.50%	4.00%	3.00%	2.25%	2.00%

	Position in Range				
	<90%	90.00%-96.99%	97.00%-104.99%	105.00%-119.99%	120%+
Grade C	3.00%	2.50%	2.25%	2.00%	1.75%



The tables show the fixed pay increase for employees who meet performance expectations.

Unite's pay claim was that all workers should receive a pay rise, regardless of performance; the bank's offer is that someone currently rated as underperforming but who later meets expectations, will receive their fixed pay increase at that point.

Line managers can also choose to award **additional discretionary increases**, and the bank has confirmed this will be **in line with the same process as last year**.

Minimum pay increase/Underpin of £1,000 (pro rata for part time workers)

Overall, the majority of workers receive a pay offer below the Unite pay claim.

Have Your Say

Unite is this year making no recommendation. We ask members to review this document, our pay claim and the bank's announcement and FAQ document (available on the intranet) and reach a decision as to whether the offer meets their expectations. The pay ballot is open to Unite members only and outlines what the voting options are and what each option means.

We are now asking you, our members, to decide. If you have not received your ballot by 2nd March, please contact: **rbsinfo@unitetheunion.org**

It is not too late to join Unite and have your say on pay.

JOIN UNITE
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Not a member? Join today!

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