Unite the union

UNITE IN NATWEST UPDATE

PAY 2026 – NEW BALLOT OPENS TODAY

IMPROVED PAY OFFER

Unite went into ACAS talks with a clear mandate from members: improve the pay offer. Member voices shaped the negotiations, and we worked with the bank to achieve a significantly enhanced offer. This revised deal delivers real gains, protects everything already won, and sets a solid foundation for future pay negotiations.

The revised offer:

Grade A & B workers

	Position in Range				
	<90%	90.00%-96.99%	97.00%-104.99%	105.00%-119.99%	120%+
Minimum % increase	4.50%	4.00%	3.60%	3.60%	2.00%
or Minimum £ increase	£1,200	£1,200	£1,200	£1,200	£1,200

Grade C workers

	Position in Range				
	<90%	90.00%-96.99%	97.00%-104.99%	105.00%-119.99%	120%+
Minimum % increase	3.30%	3.30%	3.30%	3.30%	1.75%
or Minimum £ increase	£1,200	£1,200	£1,200	£1,200	£1,200

- Each worker will receive a **minimum** pay rise of either the percentage increase or £1,200 (pro rata), **whichever is the higher**.
- Some workers will receive higher increases such as through discretionary awards decided by their line manager.
- **Backdated** to 1st April 2026; first payment on 18th June 2026.
- **An inflation clause:** Where CPI exceeds 3.8% for more than two consecutive months this pay year, a meeting will be convened within 10 working days. At this meeting we would actively consider a full range of financial and other potential mitigations aimed at supporting colleagues.

Fighting for JOBS • PAY • CONDITIONS

How does this offer meet members' expectations?

You said:	This offer delivers:
The previous offers did not provide a good enough pay rise.	• A **significantly improved offer** with **over 11,000 Unite represented** workers seeing their pay increase compared to the last offer. • A **higher underpin for everyone**, including C grade workers and those already at the top of their pay range, who were previously excluded. • **Improved guaranteed minimum pay increases**, with six boxes in the matrices receiving higher minimum percentage rises (see highlighted boxes, above). • A fairer approach to pay rises: every worker will receive **whichever is higher**, the percentage increase **or** the underpin amount. **Taken together, this is the largest pay settlement since the cost-of-living crisis, delivering broader coverage, stronger guarantees, and real improvements for our members.**
We're worried about inflation and rising cost of living.	• An **inflation clause that acts as a safety net** should inflation rise further. • If inflation goes above **3.8% for two consecutive months**, Unite and NatWest will meet **within 10 working days** to agree how this will be addressed, including possible **financial intervention**. • This is a **sector leading commitment**, giving members confidence that rising costs won't be ignored. • The trigger point of this clause is **clear, measurable, and transparent**, so everyone knows exactly if and when it applies. **In uncertain economic times, this clause provides greater certainty, protection, and reassurance for our members.**
I'm above 120% of my salary range, the second offer did not benefit me.	• An increased cash underpin for all workers, including those above 120% of their salary range. • This builds on a major win secured by Unite last year, which replaced one-off, non-consolidated payments with consolidated pay rises for these workers. • This means pay increases are built into your salary, addressing a real gap and providing greater fairness, recognition, and long-term value.
We need pay to be backdated.	• This was one of Unite's key priorities and the deal which you are now being asked to vote on will be **backdated to 1st April.** • If the offer is accepted by members in this ballot, **you will receive your new pay from 18th June 2026** (with that first payment including backdated pay for April and May).

We need to see the details of the inflation clause in order to make an informed voting decision.	• The bank has agreed to our request to **lift all embargoes** on the inflation clause. • This means we have been able to **share the full details with you**, so nothing is hidden or unclear. • You now have the **complete information you need** to understand how the clause works and to make a **fully informed decision** with confidence. **This offer ensures full transparency.**
We don't want to roll back any elements of the previous offers.	We have worked with the bank to negotiate a revised offer **that leaves no worker worse off** than under the previous offers. We achieved this through negotiating **additional, new funding**. The revised offer delivers material improvements: • An **increased underpin** (the minimum payment amount you can receive) now set at £1,200 pro rata (an increase of 20% vs. the last offer). • **11,000 workers** (approximately one third of workers) see their pay go up in this offer vs. the previous offer. • **99% of A&B grade workers** receive over 3.6% or more, with 75% receiving 4% or more and almost a third receiving 5% or more. • **97% of C-grade workers** receive over 3.3% or more, with 47% receiving 3.5% or more, representing the best offer we have negotiated to date for this population.

We encourage all members to have their say on pay by voting in this ballot. Our members sent a clear, collective message to the bank: you expect better, and business as usual pay offers are no longer acceptable. That message was heard, and it delivered real change.

The offer on the table represents a considerable improvement on the previous two offers and provides a truly ground-breaking inflation clause, a genuine safety giving you real protection in uncertain times. If inflation rises above the agreed threshold, Unite will activate the clause and push for a meaningful and timely response from the bank.

This pay deal represents a new beginning, built on your determination, your unity, and the stand you were prepared to take. Together, we have shown the strength of our collective voice, and together, we will keep pushing for more.

The Unite in NatWest pay team believes that, in the current circumstances, this is the strongest offer achievable through negotiation. Accepting this pay deal will conclude pay negotiations for 2026. Crucially, we will continue to build upon this momentum in future pay negotiations delivering on our commitment to empower workplaces and fight for better jobs, pay and conditions.

The ballot is open until 12 noon on Wednesday 27th May.