UNITE IN NATWEST

Wednesday 27th May 2026

Third pay ballot closed

We can announce that the third pay ballot for Pay 2026 closed at 12 noon today (Wednesday 27th May) with a majority of members voting to accept. The bank has confirmed that your new pay will be backdated to April and will be paid from June 2026. A full FAQ suite will be provided by the bank on the intranet.

RESULT:

ACCEPT: **66%**

REJECT: **34%**

TURNOUT: **55%**

While a majority voted to accept this pay offer, over a third of members voted to reject. Turnout was consistent with previous ballots (actually representing an increase in responses given that membership has grown significantly through this campaign).

We are aware from both the ballot result and member contact, that many of you remain dissatisfied with this outcome. We will continue to listen and plan to announce member-only focus groups in the coming weeks and months to drill down into what you expect from the bank in future pay offers.

The Unite pay team recognises and commends the consistent stand that members took during this pay campaign. It was your votes to reject pay that allowed us to reopen negotiations and secure improved offers with over 14,000 individuals receiving higher minimum pay awards in the last ballot vs the first. We also agreed a true sector first in the inflation clause which offers real protection in the event that inflation climbs between now and the end of the financial year.

Unite remains committed to fighting for your jobs, pay and conditions. By standing strong, you have shown the bank that you expect more and that business as usual pay rises and years of real terms pay cuts must come to an end. We are confident that this will change the nature of future negotiations and that this pay campaign represents a beginning, not an end.

In solidarity,

Unite the Union at NatWest Group.

Fighting for **JOBS • PAY • CONDITIONS**