

Unite at NatWest

Fighting for JOBS | PAY | CONDITIONS for NatWest workers

Part of Unite in the finance sector

NatWest attempts to force thousands back to the office

NatWest has announced major changes to its office attendance policy, forcing thousands of workers to spend significantly more time in the workplace despite years of successful homeworking.

Up to **13,500 remote-first workers**, many in the bank's lowest-paid grades, face a **four-fold increase** in office attendance. A further **17,000 hybrid workers** will also be required to attend more frequently.

For Unite members, this is about far more than where they work. Increased travel costs, childcare expenses, caring responsibilities and disability-related needs will all be affected at a time when many workers are already struggling with the cost of living.

Despite agreeing a joint blueprint with Unite as part of the 2025 pay settlement, NatWest has pushed ahead with these changes without properly consulting workers or their union. The blueprint committed the bank to data-led decision making and meaningful engagement before any changes were introduced. Instead, business leaders brought a finalised plan to Unite officials.

The bank's own evidence raises serious questions about the decision. Internal surveys show that **93% of remote-first workers say the arrangement provides the flexibility they need to balance work and family life.**

Unite is fighting back

Unite is demanding that NatWest:

- Halt the planned changes.
- Honour the agreed consultation blueprint.
- Engage meaningfully with workers and their union.
- Publish the evidence used to justify the decision.

These office attendance changes come on top of ongoing disputes over the implementation of agreed pay commitments, including concerns about NatWest's refusal to trigger talks under an inflation protection clause affecting workers in the Isle of Man.



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Have your say!

Unite has launched a survey of NatWest members to gather evidence on the real impact these changes will have on workers and their families. **Click here** to take part.

Every response matters. The stronger the evidence we gather, the stronger our case to force NatWest back to the table.

Complete the survey today and help Unite challenge these unfair proposals. Together, we can demand that NatWest listens to its workforce and honours the agreements it has made.



Member meetings

We want to hear directly from you. We are holding three initial meetings on Teams on Monday 26th October at:

- **12 noon**
- **4pm**
- **6pm**

There you can meet Unite reps to discuss pay, the cost-of-living crisis and, of course, how the changes to Ways of Working impacts you. All views are welcome! Click here to reserve your slot.

Not a member of Unite?

If you're not yet a Unite member, **now is the time to join.** Unite is leading the campaign to challenge NatWest's plans, defend flexible working arrangements, protect agreed terms and conditions, and ensure workers' voices are heard. By joining Unite, you'll receive campaign updates, have a say in the union's response, and help strengthen the collective voice of NatWest staff. **Join Unite online today: https://join.unitetheunion.org/**.

The more workers who stand together, the stronger our ability to hold NatWest to account and win change.

Join. Get involved. Stand with your colleagues. Together, we can fight for fair treatment, genuine consultation and respect for NatWest workers.