Unite the union

UNITE IN NATWEST

Pay Ballot Update

Last month, Unite members voted to reject the pay offer presented by the bank. Since then, Unite and the bank have met on a number of occasions to continue pay negotiations. The NatWest pay team has now presented a revised pay offer. This revised offer is set out below and is now being put to members for their decision.

Original Offer:

	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%

- Eligible for discretionary increase.
- Minimum pay increase/Underpin of £1,000 pro rata.

	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%

- Eligible for discretionary increase.
- Minimum pay increase/Underpin of £1,000 pro rata.

Revised Offer

The offers as noted above, with the following addition **for performing workers at or below 119.99% of salary range:**

If, after the fixed pay rise, discretionary award (if applicable) and underpin (if applicable) have been applied, your total pay rise is less than **3.25% (A&B Grade)** or **3.00% (C Grade)**, your total pay rise will be increased to these minimum figures.

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Understanding the pay offer

For **performing** workers, the bulk of the pay increase works in line with previous years with the only differences being steps 5-6 below:

1. Ranges are moved (the majority by 2%; some by more) and your position calculated in the new salary range (by dividing your current salary by the new reference salary then multiplying the result by 100).
2. The applicable fixed pay rise from the matrix is applied (see the above tables).
3. If the fixed pay rise increased your pay by less than £1,000, the underpin is activated to bring your pay rise to the minimum value of £1,000.
4. Any discretionary award is added (if applicable).
5. **Applicable to workers at or below 119.99% of salary range:** If after all that, your total pay rise is less than **3.25% for A&B grade** or **3.00% for C-grade** workers, your pay will be increased to that level.
6. **Applicable to all workers:** The pay rise is backdated to 1st April 2026.

Unite has negotiated the inclusion of a breakout clause within the offer (see FAQ below).

FAQ

Why have the figures in the matrix not changed?

Unite requested increases to the figures in the original pay proposal; the bank proposed the offer outlined above. We have therefore put the offer to members as it does represent improvement for some of those receiving lower pay rises under the original offer. Members will decide if the revised offer meets their expectations.

What is a breakout clause?

This clause provides that, if inflation rises above an agreed threshold, Unite would seek to re-enter pay discussions with a view to considering an interim pay adjustment. The aim of the clause is to provide security in the event of a sustained cost of living increase. The specific details have been placed under an embargo.

Will this offer be backdated?

Yes. Based on your feedback, Unite reached agreement in the recent negotiations that the offer be backdated to 1st April 2026 so that no worker loses out.

Does the offer meet the Unite pay claim?

You can read the Unite pay claim here.

Will I be paid in April 2026?

Yes. While the bank's initial pay offer was rejected in the previous ballot and a new offer is currently being balloted, your exiting pay arrangements will remain in place ensuring that you receive full payment as per your contract. Until a final offer is agreed by members, the specific pay rise element of Pay 2026 will be delayed in the short term. Unite will make backdating of pay a condition of any future pay offer.

What happens if this pay offer is accepted?

The pay rise will be applied from May's pay onwards with the first payment being backdated to 1st April 2026 meaning that May's pay will be slightly higher than usual.

What happens if this pay offer is rejected?

The Unite pay team will work at pace and seek further methods to resolve the dispute including further negotiations and ACAS conciliation if required. Any future offers would be subject to member ballot and, as stated, Unite will insist on the final pay solution being backdated to 1st April 2026.

Has Unite agreed this pay offer?

Unite negotiates pay on the basis of the mandate received from members. Only Unite members can agree pay in a pay ballot.

Workers in my branch/office/team/centre are interested in joining Unite. What can I tell them?

You can join Unite at https://join.unitetheunion.org/.

Where can I read previous Unite newsletters on pay?

To see a previous newsletter, email rbsinfo@unitetheunion.org with your membership number and which newsletter you need.

Why has Unite in NatWest called me?

Each year we aim to ensure that ballot participation is as high as possible. We use volunteers to call members who have not voted to help remove any barriers to participation and answer questions on pay.

I didn't receive the last pay ballot. What can I do to ensure I can vote in this ballot?

Review your contact details here and email rbsinfo@unitetheunion.org with you name and membership number with a short message requesting a ballot link be sent. You must request this at least 48 hours before the ballot closes on 24th April 2026.

Why does the new ballot look different?

Unite has invested in a new balloting system and members in NatWest Group are among the first to use it. This system asks for one piece of personal information to confirm your identify then pre-populates the form with personal contact details. This allows you to confirm your contact details are up to date and amend any that need updating while you vote. This way all members who vote can remain ballot ready for the next vote.

I am above 120% of salary range, does the revised offer apply to me?

No. The offer proposed by the bank applies to performing workers at or below 119.99% of salary range. Workers above that point in the salary range receive only the pay rise outlined in the previous pay offer with no further changes. Their pay rise will, however, be backdated to 1st April 2026.