Unite in NatWest
pay ballot open



Take part now and have the final Say on Pay!

Key features of the 2025 pay deal:

- The majority of pay distributed through a fixed pay increase for A, B and (for the first time) C Grade workers.

	Position in Range				
	<90%	90.00% - 96.99%	97.00% - 104.99%	105.00% - 119.99%	120%+
Grades A & B	4.00%	3.00%	2.00%	1.75%	1.25%
Grade C	3.00%	2.00%	1.75%	1.50%	1.00%

- The figures in the table are the minimum pay rise that performing workers can expect. We have secured an additional discretionary pay budget, controlled by your direct line manager, which can be used to recognise performance, reward skills or address pay imbalances among other reasons.
- A permanent pay rise for workers at or above 120% of salary range. Based on direct feedback from members, this will replace non-consolidated cash payments which did not increase fixed pay or impact pension.
- A guaranteed minimum underpin of £550 for workers at all grades (FTE). This means that if your fixed pay rise in the table is below £550 then your minimum pay rise will be brought up to at least that level.
- For the first time, under-performers will receive a fixed pay rise once they reach and sustain performance.
- An increase in the overall pay budget significantly above the rate of inflation.

Unite Statement

'Unite representatives have reached a deal that we can recommend our members accept. This offer represents significant changes to pay, shaped directly by feedback from our members. We believe that these changes provide greater certainty by ensuring that the majority of pay is distributed through fixed increases for all workers.

'There has been continued positive dialogue between Unite and NatWest Group throughout our discussions on pay. We have worked closely on the new approach to reward following the launch of Beyond and have committed to continue this close collaboration into the year ahead.

'We urge our members to have their say and vote to accept this offer.'

Julie Cowin
Interim Chair,
Unite National Company Committee

PAY 2025

We are aware of the level of change brought in this year including the removal of end of year ratings, introduction of Beyond and now a new approach to pay. Unite has worked closely with the bank to create a fair and improved approach to pay and ensured that your voice was heard throughout the process. We have had an unprecedented response to our pay survey and your comments, concerns and priorities have shaped every aspect of the negotiations.

Fighting for **JOBS • PAY • CONDITIONS**

find out more!

What's in it for me?

Given the significant changes to pay this year, we have prepared individual fact sheets with all of the key details relevant to each grade. Please click the relevant link below:

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scan here



unite
theUNION

Given the high level of change, we are pleased that we were able to reach a conclusion far earlier than in the last several years. We believe that the pay offer addresses many of the concerns that you have raised and offers certainty over next year's pay at the earliest possible opportunity.

Only Unite members get to vote on pay and only you can determine whether the offer is accepted.
We recommend our members to vote to accept this pay offer.

Update your details

Moved house or changed phone number recently? Make sure you let us know so we can get in touch.

Scan here to update your details online.

WHAT'S IN IT FOR ME: I am A Grade

WHAT'S IN IT FOR ME: I am B Grade

WHAT'S IN IT FOR ME: I am C Grade

HAVE YOUR SAY ON PAY 2025

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