FAQs

What happens next?
We have notified the bank of the ballot outcome and will recommence negotiations. Unite negotiators will work with the bank to reach agreement on a new pay offer that meets the expectations of our members which is that, as a minimum, no worker should receive a pay rise below RPI. Unite will be willing to put any pay offer to members and Unite members will ultimately decide on the pay offer. We will issue regular updates throughout this process, however, due to embargoes around negotiations, we will be unable to share any pay offers or discuss details until we present a pay ballot on a revised offer from the bank.

Will pay implementation be delayed?
It is likely that pay will not be agreed before the usual implementation date in April 2026. This is because further negotiations require to take place and any improved offer will be put members through a fresh pay ballot process. As we always do, if there is any delay in pay implementation, Unite will insist upon any pay rises being backdated so that no worker is left out of pocket. We are fully committed to working with the bank at pace to present an improved offer as early as possible.

Does this mean we'll go on strike?
Strike action is and always will be a last resort. Our pay ballot asked people to indicate if they would be willing to take industrial action if they were voting to reject pay. As you will see, a very significant majority indicated that they would which is a clear indication of how passionately our members feel about fair pay in NatWest Group. The decision on strike action always rests with members and would be put to them in a formal ballot only after all negotiations and the agreed dispute process between Unite and the bank had broken down with no agreement on pay.

Why didn't Unite recommend rejection?
The Unite in NatWest Group National Company Committee (NCC) initially voted to recommend rejection. However, this position was revised to make only a factual presentation of the offer, putting the decision fully in our members' hands. The bank had expressed in the strongest possible terms that they felt their offer was both fair and competitive; this revised stance allowed the bank's offer to stand solely on its own merits. Unite in NatWest will no longer make any recommendations in future pay ballots. Doing so prevents the distraction of a Unite recommendation being used as a bargaining chip in negotiations, leaving members to make an informed and independent decision on pay.

How can I get involved?
If you're not a member, you can join today at https://join.unitetheunion.org/. Every new member makes us stronger and brings us closer to fair pay for all.

If you are already a member, you can participate in future pay surveys, vote in pay ballots, join Zoom drop-in sessions and start attending your local Unite workplace branch meetings. You can also seek election as a Unite representative and help actively steer our campaigns, represent members, keep our workplaces safe, and receive detailed training and development. For more information on becoming a Unite rep or details of your local branch meetings, contact rbsinfo@UnitetheUnion.org.