

## Unite submits formal pay claim for 2021 and additional Covid Recognition payment for all NatWest workers

The trade union has formally lodged its annual claim on pay for the coming year and also a supplementary demand for the employer to acknowledge the extraordinary contribution of its workforce during the pandemic crisis.

### The Pay Claim

The union is seeking a **£700 non-consolidated cash payment** for all permanent UK staff. This payment to be made:

- Regardless of 2020 performance rating or position in range
- Payable in April 2021 to all staff who were employed as at 31/12/2020
- Accompanied by an option to convert this into an Additional Pension Contribution

The trade union believes that given the challenges faced by the business, this claim represents a powerful acknowledgement that the bulk of the staff who took the most risk to work (as they could not work at home continuously) during the pandemic were mainly in lower paid roles in the retail front line and call centres.

This pay claim looks to target the limited funds available for pay awards where they can do the most good.

### COVID-19 Recognition Award

Unite firmly believes that the bank should recognise the amazing contribution of staff who have worked longer hours, at greater risk in unfavourable circumstances, whether that was working from home in sub-optimal workspaces, travelling into their place of work at personal risk or trying to balance work and caring responsibilities.

The union is calling for a free issue of **250 Ordinary NWH shares** to all permanent staff at all levels, who may legally own shares in NatWest Holdings. This will be a tangible recognition of the skill, versatility and dedication of the workforce to the continued survival of the company.

**Pay Negotiations will commence shortly and members will be kept updated with developments.**