

December 2009



PAY 2010 – UNITE PAY CLAIM

UNITE has received extensive feedback from our members across the Group following publication of the union's newsletter in September where we asked for your views on the 2010 pay claim. Members from every division across the country have been in touch with their views on pay, so much so that we have been unable to respond individually to all our members. However we would like to extend our thanks to all those who took the time and effort to get in touch and respond to the specific questions posed around your expectation for pay in 2010.

YOUR FEEDBACK

We asked you to provide specific feedback on a number of key areas:

- What's important to you in determining your 2010 pay award?
- Do you believe that pay rises should differ according to how well an individual has performed?
- Do you support the bonus culture which operates across the financial services sector?
- Are all aspect of the Group's Total Reward Package important to you?
- Do you believe that all staff, regardless of market rate and/or performance, should receive an across the board increase to their basic pay each year?

The consistent message received was disappointment at the denial of an increase in basic pay for many. It is especially difficult for those members who have received little or zero pay awards to accept this position, when their performance, loyalty, knowledge and commitment to the Group is not in question. Indeed it is these very staff who will now be required to return the Group to "stand alone strength".

This, coupled with a year of negative impacts to the value of the Total Reward Package, including most recently changes to the Final Salary Pension Scheme, has left many members disillusioned and de-motivated. Whilst the majority of you responded that you support being awarded for good performance, what is clear is that this should be secondary to an increase in basic pay and that a pay system which has performance at its core is both divisive and subjective.

Ordinary members have told us that they are angry that they are often perceived as "fat cat bankers" who have caused the collapse in the financial markets, however the bank recognise that this is a crisis for which the majority of staff bear no responsibility.

THE 2010 PAY CLAIM

As a result of this feedback and taking into account the position of the Group and the wider Economy, the UNITE National Company Committee (NCC) agreed to submit the following simple pay claim, with a decision taken not to tie the claim down to a specific figure:

- **Remuneration should primarily be earned through increases in base salary.**
- **Distribution of the 2010 pay pot should benefit the greatest number in recognition of the contribution of all staff during a continued and sustained period of difficulty for the Group.**

In addition and based on your feedback, your trade union will seek to engage with the bank during forthcoming negotiations and throughout 2010 on the concerns around the performance management and bonus culture that continues to prevail across the Group.

PAY 2009 REVISITED

The outcome of salary negotiations for the 2009 award and the agreement reached on the effective withdrawal and buy out of Profit Share has been well communicated and documented throughout the course of 2009. At the time of writing negotiations are still ongoing with the bank over the reinstatement of the Collective Agreement of an uplift in Value Account funding of 5% for Manager graded staff.

Unite recognises the disappointment for those members who continue to receive zero or minimal pay awards, a situation which our 2010 Pay Claim seeks to address.

UNITE COMMENT

Once again we enter negotiations during a period of continued uncertainty for the bank and in the midst of the biggest ever attempt at a come back in UK Corporate history. There is no doubt that negotiations will be challenging and that RBS is a tough place to work at the moment with many members facing fears over job security on a day to day basis. Members are now faced with the unenviable task of returning the Group to "stand alone strength".

Against this background we will do our utmost during negotiations to ensure that those members who are now so vital in aiding the bank's recovery will be recognised for their hard work and ongoing commitment to the Group. We received many sound bites from members on just exactly how it felt to be an ordinary RBS worker during 2009, however one comment encapsulates the feelings of our membership:

"The bank needs to understand that all the goodwill they have been running on over the years is rapidly diminishing and unless they do something soon to both ease the ongoing threat of redundancy and recognise the hard work of all its staff when and where it counts most (and not with general platitudes that don't put food on the table) then they won't be able to restore what was once a great and reputable organisation that I was proud to work for".

PAY 2010 NEGOTIATIONS TIMETABLE

Unite has recently commenced pay discussions with the bank with talks set to continue in January 2010. Negotiations should be concluded in time for the implementation of any settlement effective 1st April 2010. Members will be updated on developments and the outcome of pay negotiations in February 2010.

NOT A MEMBER?

Join Unite's two million members and have a voice in the workplace, as well as receiving support and representation for £10.96 per month for full time staff and £4.98 per month for part time staff working less than 20 hours a week, membership forms can be obtained by phoning 0845 850 4242 or you can join on line at www.unitetheunion.org.



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