

UNITE **newsletter**



Unite – your union in Royal Bank of Scotland

October 2010

theUNION

PAY 2011 – HAVE YOUR SAY

We are fast approaching the start of pay negotiations for 2011. Ahead of these discussions the union will submit its formal pay claim outlining to the bank our vision for the improvements we are seeking in pay for 2011. In readiness for negotiations Unite is looking for your feedback on what is important to you in achieving a pay settlement for 2011, as well as your views on the Group's approach to pay.

The priorities of the trade union are:

- ▶ **Fair Pay**
- ▶ **Zero Tolerance on Zero Pay Awards**
- ▶ **Recognising and rewarding the efforts of all**
- ▶ **Making RBS a better place to work for our members**
- ▶ **Job Security**

Unite Comment

Up until the near collapse of the bank in 2008, RBS' success and results grew year on year and this was undoubtedly due to the hard work, loyalty and commitment of its work force. Over recent years many members and staff across the Group have paid the ultimate price with their jobs for the failure of others and sadly continue to do so. Overall a massive 21,500 job losses have been announced across the Group since 2008, including most recently a further 3,500 job losses within the Business Services Division. In addition to the massive job losses experienced across the Group, due to the huge taxpayer bail out, the European Commission has also ordered the divestment of key Group assets resulting in more uncertainty for members.

More than ever the bank needs a motivated and engaged workforce to see them through their continued difficulties and to ensure the future success of the business. Whilst the top priority for Unite and its members continues to be job security, members have seen many of the former benefits enjoyed as part of their Total Reward Package either disappear or replaced by an inferior option. Whilst many staff have lost their jobs, those that are left behind strive on a daily basis to adapt to an ever more challenging and demanding working environment as they endeavour to drive the bank's recovery.

The bank's difficulties are not yet over, whilst they returned a modest half year profit, it is forecast that they will post a year-end loss in February 2011, with the turmoil in the financial markets and the global economy set to continue. There is no doubt that in such a difficult financial climate once again this year's pay negotiations will be challenging.

Unite recognises the difficulties for our members across every sector of the economy, particularly those who have been impacted by the threat of redundancy. Indeed, it is now extremely likely that every member of staff across the Group will have been impacted in some way by the ongoing recession, resulting in a sharp drop in their standard of living.

Bearing this in mind and ahead of the submission of Unite's Pay Claim to the bank in late November, we would welcome



the views and feedback from our members on Pay 2011 and in particular your views on the following:

- What is important to you in determining your 2011 pay award?
- Do you believe that all staff, regardless of market rate and/or performance should receive a pay rise?
- Do you believe that pay rises should differ according to how well an individual has performed?
- Do you believe that pay is awarded fairly and transparently across the Group?
- Do you support the bonus culture that operates across the financial services sector?
- Are all aspects of the Total Reward Package important to you?

Update on Pay and Pay 2010 Revisited

The outcome of pay negotiations for 2010 resulted in an agreed pay settlement, broadly driven by improvements on the bank's initial pay offer which significantly reduced the number of zero awards and for the first time in many years saw an increase in pay for all Level 3 plus performers. Clearly your trade union will be looking to improve this position during the forthcoming pay round and to ensure that the bank recognises the efforts of all.

During the course of this year pay has very much remained on Unite's agenda and we have continued to challenge the bank on their pay methodology which is determined by market rates of pay and how well an individual performs. The bank however now appears to recognise that in adopting this approach, this has given rise to problems with their performance management framework. For a long number of years Unite, and more recently many staff across the Group, have robustly challenged what they perceive to be the forced distribution of performance ratings. As a result, the bank are now engaging with Unite on a review of their performance management framework, however any changes will not take effect until the 2011 performance year. Unite very much welcomes this dialogue and will communicate further to our members when the outcome of the review is known. Unite has also pressed the bank to undertake an Equal Pay Audit to highlight any disparities in pay. Across the Financial Services Sector evidence suggests that staff undertaking the same role are often paid different rates of pay, often men being paid more than women. Again the bank has now agreed to undertake an analysis of equal pay and to engage fully with Unite on the outcomes.

Next Steps

The Unite Royal Bank of Scotland National Company Committee (NCC) will meet late November to formalise the union's pay claim ahead of negotiations commencing in

December and concluding January 2011. The RBS NCC is the decision and policy making body acting on your behalf within Unite and the committee is made up of ordinary RBS union members from all divisions across the bank. Your feedback is therefore vital and will be taken into account in determining the pay claim and shaping the scope of negotiations with the bank.

Unite will provide members with an update outlining the final pay claim and look forward to hearing your views and any other issues you would like to see the union raise during forthcoming pay negotiations. You can also contact your local Workplace Representative, our Helpline on 0870 241 4425 or email us at rbsinfo@unitetheunion.org

Unite Representatives

Unite has also recently concluded negotiations with the bank on a new and improved Unite Representative Agreement. We are always seeking members to take on one of the four Unite Representative roles, i.e. Workplace, Union Learning, Safety and Equality. Any Unite members interested in finding out more about becoming a Unite Representative please contact the Unite RBS Helpline or email rbsinfo@unitetheunion.org

Unite Updates

If you would like to receive regular updates electronically from the union please email from your preferred email address to rbsinfo@unitetheunion.org

rbsinfo@unitetheunion.org plus you can join on line at www.unitetheunion.org

NOT A MEMBER?

Join UNITE's 1.5 million members and have a voice on this and other issues, as well as receiving support, advice and representation, for £10.96 a 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 e-mailing rbsinfo@unitetheunion.org, plus you can join on-line at www.unitetheunion.org.

ALISON MACLEAN AND STUART DAVIES –
JOINT LEAD OFFICERS

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