

# RBS Pay Questionnaire

1. Which of the following do you believe Annual reward should be based?

- Annual salary rise based on the cost of living (RPI or CPI)
- Annual salary rise purely based on your performance
- Annual salary rise based on cost of living with additional rise based on performance
- Annual salary rise based on cost of living with incentives paid through Bonus

2. Based on your current salary, which of the following statements is true?

- I am adequately rewarded for the role I undertake?
- I am under paid for the role I undertake?

3. Do you believe the present Group Reward system is fair?

- Yes (If yes please indicate why below)
- No (If no please indicate why below)

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4. Do you believe the present Group Reward system is transparent?

- Yes (If yes please indicate why below)
- No (If no please indicate why below)

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5. 5) Have you ever raised or considered raising a grievance on your performance rating?

- Yes
- No

6. Please list in order of priority (with 1 highest and 5 lowest) the following

- Pay
- Job Security
- Work/Life Balance
- Job Satisfaction
- Removal of under performance procedures including Action Contracts

7. Do you believe the Group's appraisal system gives a true reflection of your performance (1 to 5 marking)

- Yes (If yes please indicate why below)
- No (If no please indicate why below)

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8. Are the benefits under the value account an important factor in your reward from the Group?

- Yes (If yes please indicate why below)
- No (If no please indicate why below)

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9. Do you support the bonus culture that exists within RBS?

- Yes (If yes please indicate why below)
- No (If no please indicate why below)

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10. Which division of RBS do you work within?  
Eg. Retail, Corporate, Business Services etc.

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**11. Which business area do you work within that division?**

Eg. NW Retail, RBS Retail, Telephony, Technology Services etc.

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**12. What age range do you fit within?**

- Under 18
- 18 – 29
- 30 – 39
- 40 – 49
- 50 – 59
- 60+

**13. How long have you worked for the Group?**

- 0 – 5 years
- 5 – 15 Years
- 15 - 30 Years
- 30 Years or more

**14. Are you male or female?**

- Male
  - Female
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PLEASE RETURN THE QUESTIONNAIRE  
IN THE REPLY PAID ENVELOPE TO:

Stuart Davies  
UNITE the Union  
63 Macrae Road  
Ham Green  
Bristol  
BS20 0DD

**No later than Friday 21st October.**

Should you like information about becoming a work  
place representative then please contact either  
**[rbsinfo@uniteunion.org](mailto:rbsinfo@uniteunion.org)** or the UNITE RBS Helpline  
on **0870 2414425**.

