



AMICUS THE UNION FOR YOU **IN BARCLAYS**

BREAKTHROUGH

ON BONUS PAYMENTS FOR BRANCH STAFF

Following consistent pressure from Amicus and with a change in the management of Personal Sector Branch Network, Barclays has agreed to make fundamental changes to the payment of H1 Bonus.

Whilst individual and branch performance will still be the basis upon which bonuses are allocated, from now on all A and B performers will receive a bonus regardless of branch performance, whilst C performers will receive a bonus where their branch is 'on or above track'.

To ease the administration and make bonus payments more consistent and transparent then set amounts will be paid across a 9 box matrix of branch and individual performance, illustrated below.

Once business performance is known at the half-year end then the matrix of bonus payments across all roles will be published by Barclays to ensure transparency of payment.

The payment at the half-year will be 30% of the potential bonus pot.

We believe this is a huge step forward for our members, providing certainty of payment for the majority based on their individual performance, with the team performance now only influencing the amount of payment.

We remain in discussion with Barclays regarding the end of year bonus allocation, whilst this should not differ significantly from H1, we are pushing for all C performers to receive a bonus regardless of branch performance. We will keep you informed.