

# PAY 2010

## UNITE DELIVERS 2.5% PAY POT AND NO DISCRETIONARY PAY

*Unite has concluded pay talks with NAG negotiating a deal which will ensure the majority of our members have some respite from the sharp rise in prices of basic foodstuffs, travel costs and household consumables. This was the final year of a three year deal which has delivered overall an above inflation increase for the majority of our members. Unite had secured a minimum of 2.5% and maximum of 5% as part of the three year deal providing some financial security for members against the vagaries of the market.*

### Our aim in pay talks this year:

- To secure an across the board rise for all staff including Group C and staff on Needs Improvement.
- For all staff to be brought up to the minimum of 80% of market reference.
- Market references to be moved upwards in line with external pay data.

### What we achieved:

- No discretionary pay will be applied in Group C.
- All staff to receive a lump sum payment dependent on their performance rating including Needs Improvement.
- Increase to £12,000 from £10,750 on market minimums to be applied immediately for all staff who are currently below £12,000.
- Market references to be increased in line with external pay data showing positive movement.

### Who Gets What in Lump Sum Payments

Performance Rating	Salary Increase
Outstanding	£1,350
Commendable	£ 900
Fully Competent/Developing	£ 680
Needs Improvement	£ 100

The negotiated settlement means that 86% of staff in Group A and 79% of staff in Group B will receive a pay increase of 2.5% or more. In Group C some 61% of staff will receive between 1.5% and 2.5% or more. Against an inflation rate of -1.4% this is very good news for our members, particularly as the feedback from those in Group C is that discretionary pay increases are unpopular and not reflective of the hard work and effort our members put in during the course of the year. We argued long and hard for more for staff on Needs Improvement as we do not believe they should be penalised through their pay packet for performance issues which are often not of their making.

## Percentage Increases by Rating and Salary

Amount Earned	Fully Competent/ Developing	Commendable	Outstanding
£12,000	5.6%	7.5%	11.25%
£15,000	4.5%	6.0%	9.0%
£20,000	3.4%	4.5%	6.75%
£25,000	2.7%	3.6%	5.4%
£30,000	2.2%	3.0%	4.5%
£35,000	1.94%	2.57%	3.85%
£40,000	1.7%	2.25%	3.37%

The pay increase applies from 1 January 2010.

### Feedback on Pay 2010

We are always interested in members' views on pay and would welcome your feedback by dropping an e-mail to our mailbox telling us what you think and what you'd like us to focus on for next year [NAG@unitetheunion.org](mailto:NAG@unitetheunion.org)

### Not in the union?

We hope the pay deal highlights the benefits of a unionised workforce. Statistics show that unionised workforces have much higher rates of pay than non-unionised and our strength is in our numbers. Unite's pay deal in NAG was one of the best in the finance industry last year. We also offer excellent advice, representation and support through our two Senior Representatives, Sally Hill and Patricia Prior, and through our network of Workplace Reps up and down the country. For details of who your rep is please go to the Employee Handbook (Section 10, Unite the Union) on the Bank's intranet site.

### In the union?

Congratulations! You have made the right choice BUT we are always looking for our members' views and would like you to think about being more active in Unite by joining our growing network of Workplace reps. It's a lot of fun and you can also enhance your career prospects by learning how to negotiate, provide advice, support and representation in the workplace.

Interested? Then phone any of the contacts on this newsletter who will be happy to provide further information.

## Contacts details

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