

PAY 2011

Representatives from Unite are currently in discussions with NAG over our pay claim for the coming year. The claim was formulated at a recent workplace representative day and finalised at our last meeting of the National Company Committee. The claim is as follows:

- ▶ Across the board salary increase of September RPI figure (4.6%) for all staff including needs improvement and unsatisfactory
- ▶ Market references to increase in line with external pay data
- ▶ All staff to be brought up to market minimum
- ▶ No discretionary pay for Group Cs
- ▶ Reintroduction of a review of allowances at annual pay negotiations
- ▶ Increase in salary minimums and maximums to better reflect the market
- ▶ Equal Pay Audit to be concluded and items addressed within the year in which salary increase applies

This year's pay claim takes place against a background of economic uncertainty. The last two years have been marked by upheaval, with markets in turmoil and some UK Banks being bailed out by the Government using Taxpayer's money.

We have seen a return to profitability in LBG and RBS, while public anger remains high with "Bankers" and the huge salary, bonus and pension payouts to senior executives. Whilst NAG has weathered this storm relatively well for a number of reasons the economic environment remains a tough one for our members to operate in, despite the good set of full year results announced recently.

The package of cuts to the extent of £81 billion announced by the coalition Government has generated much debate. What is certain is that the potential loss of 500,000 jobs from the public sector and the reliance of the private sector for growth will place huge pressure on NAG employees who will still have to deliver challenging targets despite this external environment.

We believe that the claim put forward is reasonable and affordable given the extra mile staff have gone to deliver a £164million pre-tax profit.

Unite will be balloting members on the outcome of the pay negotiations in due course.

NOT IN THE UNION?

Pay deals highlight one of the many benefits of being in 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 deals in NAG over the past few years have been among the best in the industry.

For news about our work in NAG, click on "Sectors", followed by "Finance and Legal", then "Unite in your Organisation".

If you have any queries, please contact:

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Already a member?

Congratulations! You have made the right choice BUT we are always looking for our members' views and would like you to think about becoming more active in your Union by joining our growing network of workplace reps. It is a challenging role, but also a lot of fun and can also enhance your career prospects by learning how to negotiate, provide advice, support and representation in the workplace. Interested? Contact us on the details below.

Do you want to join Unite or find out more about your Union in NAG?

It's easy!

Visit www.unitetheunion.org

