

PAY 2012 – UPDATE ON NEGOTIATIONS

Following the submission of the UNITE Pay Claim in November 2011, the trade union and the Group entered into a period of detailed and extensive dialogue on Pay 2012. This newsletter will provide members with a brief update on the progress of negotiations and next steps.

THE 2012 PAY CLAIM – A REMINDER

As a result of member feedback and taking into account the position of the Group and the wider Economy, the UNITE National Company Committee (NCC) submitted the following Pay Claim:

- **An increase in base pay for all staff, in line with RPI/cost of living that provides a percentage increase for all staff irrespective of position in the salary range or appraisal rating.**
- **A continued commitment to eliminating the gender pay gap as well as a concrete action plan to address and progress issues during Quarter 1 2012.**
- **An increase on the current cap on pensionable increases.**

CURRENT POSITION & NEXT STEPS

The main Pay negotiations concluded late December, following which UNITE's NCC met on 4 January to consider the bank's proposals. Whilst progress was made during negotiations from the initial offer tabled by the bank, the Group has largely failed to meet UNITE's pay claim.

As a result the UNITE NCC unanimously rejected the bank's pay offer and has requested RBS to come back to the negotiating table in a bid to improve the offer on Pay 2012.

The bank is currently considering their position and once they revert to UNITE, a fuller communication will be issued to members providing further information and next steps.

UNITE recognises that members may be frustrated that as yet they do not fully understand the impact on base pay, however it is important to ensure that the negotiations process is fully exhausted.

UNITE COMMENT

It is of vital importance to UNITE, based on the substantive and consistent feedback from our members, that any pay offer recognises the spiralling cost of living, the difficult economic climate and the tireless contribution made by all staff across the bank during a prolonged and continued period of difficulty for the Group. As it currently stands the UNITE RBS NCC, which represents rank and file members across the RBS Group, have concluded that the bank's pay offer is simply not good enough and is not one that responds to the aspirations of the trade union or our members.

Pay negotiations were once again undertaken against a backdrop of continued uncertainty for the bank, nonetheless UNITE are bitterly disappointed and angry that our members continue to pay the price for the bank's failures, whether it is through job losses, an increasingly difficult working environment or the annual pay process. UNITE encourages RBS to get back round the table and enter into meaningful dialogue to deliver a realistic and equitable pay solution.

UNITE also recognises that members may be concerned by the content of this newsletter, however it is important that the trade union has the time and opportunity to negotiate the best possible deal for members. If members have any comments or feedback that you would like to share with UNITE at this stage then please email us at rbsinfo@unitetheunion.org or speak to your local Workplace Representative.

We would also be keen to hear from any members who may be interested in becoming a Pay Champion for the union; this would broadly involve members seeking the views of their colleagues in your workplace to further inform the Pay agenda. If you are interested in this role then please email us at rbsinfo@unitetheunion.org providing your name, membership number, home address and workplace address.

UPDATE YOUR MEMBERSHIP DETAILS

It is also important that members ensure that their membership details are up to date and accurate, i.e. home address, workplace address, whether you are full time or part time etc. If you believe that your membership details are out of date, please also e-mail rbsinfo@unitetheunion.org with your updated details, alternatively you can contact your local District Office by phoning **0845 850 4242** or logging onto 'My UNITE' at the website www.unitetheunion.org where you can update your own details.

UNITE REPRESENTATIVES

UNITE concluded negotiations with RBS in late 2010 on a new and improved UNITE Representatives 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 e-mail rbsinfo@unitetheunion.org

NOT A MEMBER?

Join UNITE's one and a half million members and have a voice on this and other issues, as well as receiving support, advice and representation for £11.48 a month for full time staff and £5.72 per month for part time staff working less than 21 hours a week. Membership forms can be obtained by phoning **0845 850 4242** or emailing rbsinfo@unitetheunion.org plus you can join on line at www.unitetheunion.org.

WORKING FOR YOU IN ROYAL BANK OF SCOTLAND

Stuart Davies & Alison Maclean – Joint Lead Officers

UNITE RBS Helpline – 0870 241 4425