

# PAY CLAIM 2012

UNITE has received extensive feedback from our members across the Group following publication of the union's recent newsletter where we asked for your views on the 2012 Pay Claim. Members from every division across the country have been in touch with their views on pay, so much so that we have been unable to respond individually to all our members. Members in the South West region were also asked to complete a Pay questionnaire ahead of our current campaigning activity in that region. The analysis from these questionnaires has been key in determining UNITE's Pay Claim for 2012. We would like to extend our thanks to all those who took the time and effort to get in touch and respond to the specific questions posed around your expectations for Pay in 2012. We also look forward to meeting members in the South West during our forthcoming visits to your workplaces.

## THE 2012 PAY CLAIM

As a result of this feedback and taking into account the position of the Group and the wider Economy, the UNITE National Company Committee (NCC) agreed to submit 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.

In addition the NCC has asked the bank to provide the following information in advance of the formal commencement of Pay talks:

- Information on the distribution of indicative grades across all Divisions.
- A clear position from the Group on Divisional Pay.

## YOUR FEEDBACK

We asked you to provide specific feedback on a number of key areas:

- On what basis do you believe annual salary increases should be rewarded?
- Are you adequately rewarded for the role you undertake?
- Do you believe the present Group reward system is fair and transparent?
- Do you believe that the Group's appraisal system gives a true reflection of your performance and have you ever considered raising a grievance on your performance rating?
- Do you support the bonus culture which operates in RBS?
- Are the Value Account and all aspects of the Total Reward Package important to you?
- What is your priority as an RBS employee?

Despite all Level 3 plus performers receiving an increase in base pay, once again the consistent message received was disappointment around some of these very modest increases, as well as the continued high number of members receiving no increase in base pay due to alleged underperformance. It is especially difficult for those members who have received little or zero pay awards to accept this position, when their performance, loyalty, knowledge and commitment to the Group is not in question. Indeed our members and all staff have continued to grapple throughout 2011 with an ever challenging and demanding working environment whilst at the same time being expected to drive the bank's recovery to "stand alone strength".

93% of you responded that you support being

awarded for good performance. What is abundantly clear is that this should be secondary to an increase in basic pay. For many years the trade union has been stressing to the Group that a pay system which has forced performance distribution at its core is both divisive, subjective and undermines the integrity of the pay process. Some 68% of you do not believe that you are adequately rewarded and a whopping 88% of you do not believe that the present Group reward system is fair. Particular concerns were expressed around the lack of transparency and confidence in the process which often results in individuals being marked as underperformers due to the forced distribution of performance ratings and peer group relativity (PGR). There were some 6500 alleged underperformers across the Group last year with the majority being members at the lowest paid Clerical grades. Continuing to address this major issue is vital to UNITE in progressing the Pay agenda with RBS.

UNITE has also issued a newsletter detailing the outcome of extensive dialogue with RBS on the Performance Management review which can be found on our web pages at [www.unitetheunion.org](http://www.unitetheunion.org). Some 45% of you have also considered raising a grievance on your performance rating.

In terms of the bonus culture which continues to prevail, there was an overall recognition from members that in a sales and target driven environment bonus is a complementary part of pay and reward. However 80% do not support the present bonus system with clear feedback that bonuses should be fair and transparent with consistent objectives and realistic targets, rather than a reliance on sales and risk taking with short term gains as opposed to long term sustainability. The continuation of excessive bonuses at senior level and in the Boardroom

was viewed as simply appalling by the majority of our members.

On the Value Account and Total Reward Package question, 54% of members advised us that all aspects are important but none more so than maintaining the Defined Benefits Pension Scheme. There is continued bitter disappointment around the imposed changes to the scheme which sees the value of future pensionable increases capped at a maximum of 2% or CPI, whichever is lower and members urged the trade union once again to seek an increase on the current cap as part of the salary negotiations.

The number one priority of most members continues to be Job Security, though this varies across Divisions. UNITE were appalled by what we believe to be Stephen Hester's ill conceived comments during his recent

report of the bank's Quarter 3 results. As a means to appeasing the market and shareholders, UNITE believes that he used the opportunity to remind his hard working staff that their future job security is still far from stable, comments that do nothing to motivate or engage his workforce. Whilst UNITE and indeed all staff are not naïve and recognise that the bank are still in the midst of a 5 year Strategic Review which could result in further job losses, UNITE asked RBS for an urgent meeting in order to discuss the background and detail around Mr Hester's comments. The bank declined this meeting stating that they have no firm detail on future job losses to discuss at this time.

As detailed in the previous Pay newsletters, throughout 2011 the bank has been engaging with UNITE on an Equal Pay Audit which will highlight any disparities in pay

between men and women doing similar roles. The bank has engaged with UNITE throughout and the final analysis of the audit is expected to be shared with UNITE early 2012. Your trade union has sought a commitment from the bank to tackle any gender pay gap quickly should this be revealed at the outcome of the Pay audit.

The bank has also indicated that as Divisions move towards having more say in the running of their own affairs and operating autonomously, consideration is also being given to moving towards Divisional pay structures. Whilst no firm decisions have been made by the bank at the time of writing and therefore any impact on Pay 2012 is yet unknown, UNITE has urged the bank to provide further detail as a matter of urgency and in advance of the formal Pay discussions commencing.

## PAY 2011 REVISITED

**The outcome of salary negotiations for 2011 has been well communicated and documented throughout the course of this year. Whilst the trade union managed to achieve improvements on the bank's initial pay offer which represented an improved pay offer for around 14,000 staff, a significant reduction in the number of zero awards and a salary increase for all Level 3 and above performers, the union recognises the continued disappointment for those members who receive zero or minimal pay awards, a situation which our 2012 Pay Claim once again seeks to address.**

### UNITE COMMENT

We enter negotiations once again during a period of continued uncertainty for the bank. The recent Quarter 3 Results, the forecast for poor final full year results and unwelcome comments from Stephen Hester around the future job security at RBS are never far from our minds. There is no doubt that negotiations will be challenging and that RBS continues to be a tough place to work with many members facing fears over job security on a day to day basis. For those whose jobs are safe, they are now faced with the continuing unenviable task of returning the Group to "stand alone strength".

Many members have been left disillusioned and de-motivated as they continue to cope with the demands and impacts of the Group's restructuring plans which has seen many negative changes in terms and conditions and has resulted in the announcement of a staggering 22,500 job losses across the Group. Ultimately members have told us that they are angry that they have been left to pick up the pieces for the near collapse of RBS and whilst job security is understandably the number one priority for many, members also want to be treated with respect and awarded a fair day's pay for their efforts and commitment to the Group.

We received numerous comments from members about the daily struggles they face including paying for basic every day essentials like food, heating and clothing as well as the difficulties of many to even find the money to travel to their work on a daily basis. Many commented once again that the organisation needs to lead by example with fair pay being driven from the top of the organisation down. These comments will be foremost in UNITE's mind as we enter the 2012 Pay round.

Against this background we will do our utmost during negotiations to ensure that those members who are now so vital in aiding the bank's recovery will be recognised for their hard work and ongoing commitment to the Group.

To find out further information on how the Pay agenda has progressed during 2011 and the key issues that the trade union are discussing with the Group, please log onto our web pages where you can find our recently issued Progressing our Pay Agenda in 2011 newsletter.

## NEXT STEPS AND PAY 2012 NEGOTIATIONS TIMETABLE

**Unite has recently commenced pay discussions with the bank with talks set to continue later this month and conclude in time for the implementation of any settlement effective 1 April 2012. Members will be updated on the progress of negotiations in due course. If members have any comments or feedback on the Pay Claim that you would like to share with UNITE then please email us at [rbsinfo@unitetheunion.org](mailto: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](mailto:rbsinfo@unitetheunion.org) providing your name, membership number, home address and workplace address.**

## 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](mailto:rbsinfo@unitetheunion.org) plus you can join on line at [www.unitetheunion.org](http://www.unitetheunion.org)

## UPDATE YOUR 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](mailto: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](http://www.unitetheunion.org) where you can update your own details.