



Unite – Amicus Section - Working for you in RBOS

# Pay 2008: UNITE CLAIM SUBMITTED

Unite has received extensive feedback from its members in the Royal Bank of Scotland Group regarding the forthcoming 2008 salary negotiations with RBS employees from across the country and from every business division writing, calling and e-mailing the union with their views on pay. As a result of this feedback, the Unite National Company Committee (the NCC) has agreed to submit the following claim on pay:

“This NCC resolves that all members should be properly rewarded for their contribution to the RBS Group. In order to achieve this aim we claim the following:-

**An overall increase in the underlying Base Salary Budget that is commensurate with RPI plus.”**



## **Pay 2007 revisited**

The 2007 pay deal included the introduction of new local salary bands for clerical employees and the consolidation of regional allowances into Value accounts for all staff. Combined with the base salary award the deal was worth the equivalent of 4.1% of the bank's base salary bill.

## **Local Bands**

Previously clerical staff were segmented in one of three bands (National, Outer London and Inner London). From April 2007 this was increased to five.

These new local bands will be subject to periodic and annual review with any changes discussed as part of the pay process. For employees at Appointed and Managerial levels three location bands of

National, Outer London and Central London were maintained.

An interim adjustment in October 2007 to the bands resulted in more than 4000 staff benefiting from an increase in pensionable pay. In 2008 the union wants to see further improvements in the banding arrangements to ensure that all staff receive the appropriate level of remuneration.

## **Consolidation of Allowances**

The new arrangements meant that from April 2007 employees no longer received a separate Regional Allowance.

Instead it was incorporated into the member of staff's salary element and therefore will now be taken into account when profit share and benefit funding

are calculated with extra cash available ranging from £45 for those in receipt of the Bristol Allowance up to £518 for staff working in Central London. The consolidation of allowances also impacts the calculation of overtime rates, performance bonuses and the calculation of sick pay and maternity pay.

### **The 2008 Pay Timetable**

Unite will be submitting its pay claim for RBS employees prior to the commencement of negotiations with the Group in December. Talks will continue through January and will be concluded in time to ensure bonuses are paid in March with implementation of any settlement on 1st April 2008. Members will be updated on developments throughout this time.

### **Your right to reply-your chance to get involved**

Do you agree with the introduction of local bands and the consolidation of allowances?

Are there other issues you believe the union should be addressing in this year's pay round? If so, let us hear from you-get in touch with your union.

For campaigns to be successful they need the wholehearted support and participation of those directly affected.

**If you want to get more involved then contact us, if you're not yet a member-come and join us!**

## **CONTACTS**

**Members can contact the union in writing to the RBS Unite Glasgow office at**

John Smith House  
145/165 West Regent Street  
Glasgow G2 4RZ  
Or by fax on 0141 221 3898

**Alternatively you can e-mail us your views at [rbsinfo@unitetheunion.com](mailto:rbsinfo@unitetheunion.com)**