

As most members will be aware, this is the second year of Unite's three year pay deal with Barclays. Following recent meetings, Unite and Barclays have agreed the pay matrices for all BA1 to BA4 colleagues in the businesses where Unite is recognised, based around a pay pot of 2.3% overall

You will hopefully have seen the joint communication that Unite and Barclays have issued. The distribution matrix and further information about the pay deal is available on the Barclays intranet from 13th February.

Key points for pay 2015 or BA1 to BA4 colleagues:

- Unite has negotiated a 2.3% pay pot for BA1 to BA4 staff. A figure which is significantly higher than all current measures of inflation. The consequence of this is that Unite has been able to achieve inflation or above pay rises, based on the current measure of RPI inflation at 1.6% - for 75% of staff in the pay matrices.
- We are only too aware that many staff have seen their pay reduce in real terms in recent years, so this represents a major turning point for Unite in Barclays, as we see pay going up in real terms across Barclays for the first time in several years.
- At least 94% of the matrix population is receiving a pay rise of a minimum of £100, with the vast majority receiving more – this is because Unite built minimum pay rises of £100 into the 3 year deal and also because we have been successful in persuading Barclays to allocate pay rises to all Good or above performers including those above the market rate.
- Employees at BA1 to BA4 rated 'Outstanding' or 'Very Strong' at the 2014 year-end performance review with at least one year of service at a particular grade level ('1 year rule'), and employees rated 'Good' or above at the year-end performance review with at least 2 years of service at a particular grade level ('2 year rule') will receive pay rises that take them up to 90% plus of the matrix median for their role, which will in turn deliver enhanced pay rises to many staff over and above what they would otherwise receive.
- Thousands of staff in a number of roles across Barclays received upgrades and pay rises following consultation with Unite in 2014, so for many staff this will represent their second pay rise in a matter of months, and Unite can legitimately take a lot of credit for this.
- New significantly increased minima for BA4 non standard roles

Individual Pay AVP and VP levels plus IT equivalents

The pay pot of 2.3% will also apply to AVP and VP staff, including for the first time former IT4 and IT5 staff. An important enhancement built into the 2013 pay deal by Unite was to ensure greater transparency around the process for arriving at pay decisions at this level in line with the pay principles.

See the below procedures for requesting market data for your role – which will help you to ascertain whether your pay rise is appropriate – If you are an AVP or VP, and following your pay round conversation you would like more information relating to the salary market data relevant to your role, please request this from your Communicating Manager.

Your Communicating Manager will link with their HR/Reward contacts who will provide the relevant market data to enable them to share this with you in a follow-up meeting.

If a follow-up meeting is not arranged within 2 weeks of your request, please raise this matter with your HR or Reward contact and they will ensure that it is addressed quickly.

If you feel that your request is not being managed within the agreed timeframe, you can also raise the matter with your Unite representative, who will liaise with HR/Reward to ensure that you receive a prompt response.

Built into the pay deal also for colleagues at AVP/VP level is the guarantee of a pay rise for colleagues who are rated 'Strong' or above who have not received a pay rise in the previous two years.

Whilst our underlying position remains that we would prefer to see the more senior graded roles in the Pay Matrices as well, nevertheless we feel that we have achieved a greater degree of transparency and therefore consistency around senior level pay awards than has been the case for many years.

** At this time, Unite is not recognized to negotiate on pay and conditions for colleagues at AVP and VP levels in Barclays Wealth or Investment Bank. We would expect however that a consistent approach regarding pay to be adopted for colleagues in all business areas, something Barclays has assured Unite of, and we will be happy to help any individual members at these grades and in this business area.*

We believe that the three year deal we negotiated in 2013 is a good one and compares well with others in the Sector. We are pleased that we have been able to negotiate cost of living or more pay rises for so many staff this year and have worked hard to ensure it is distributed as fairly as possible.

If you have any questions or queries regarding this years pay deal please speak to your local Unite Rep or contact the Unite Helpline on 0844 736 0134. We also encourage members to read the 'colleague Guide to Payround' which is available on the Barclays Intranet and which will answer many questions you may have.

Tim Harper, BNCC Vice Chair

**IF YOU ARE NOT A UNITE MEMBER CURRENTLY – YOU CAN SEE THE DIFFERENCE
WE MAKE SO JOIN NOW AT THE LINK BELOW**