

26 July 2018

NHS pay deal – getting the facts right

Dear member,

As you know, UNISON members recently voted by a large majority to accept a three-year pay deal for NHS staff. You should have seen the first part of the deal in your July salary, with backdating due to be paid by next month at the latest.

This is a complex restructure of the pay system for more than a million staff. It means different increases at different times for individuals depending on where in the structure they were at the beginning of the deal. The aim is to get all staff on to the new pay structure by the end of the three years. The majority of you will be at the top point in your band by the end of March 2020.

I know the changes are difficult to get your head around, especially when you may have heard a lot of misinformation and when some employers are not explaining clearly what is involved. So I wanted to recap on what you should expect, and what you can do if you're unsure if your pay is correct.

UNISON and the materials unions issued jointly, including frequently asked questions and information on nhspay.org, all outlined that increases would be a mixture of pay awards, reform of pay bands, and incremental progression for staff below the top of bands. Therefore the timing of when increases are paid each year depends on your individual incremental date if you are not at the top of your band.

I understand that some information put out by the RCN was not sufficiently clear on this issue, and this may mean UNISON members are receiving queries as a result.

We want to help you and any of your colleagues who may be concerned. The following summarises the four different staff groups affected by the deal, and what happens in this first year in each case:

1. Those at the top of bands 2 to 8c

This group covers roughly 52% of the workforce and you will get 3% added to your salary from 1 April 2018.

2. Those at the bottom of band 2 to 8c

This pay point is deleted from the bottom of each band and you are moved to the next point from 1 April 2018.

3. Those whose basic pay is less than £17,460

Roughly 100,000 of you will move to the new minimum basic salary of £17,460 from 1 April 2018.

4. Those on points between the bottom and top of each band

Your pay points are in transition over the three years, with total change to pay made up of annual pay awards, annual increments and restructuring. As we said when we consulted you, everyone is better off under this deal than you would have been under the old increments and 1% pay awards. The changes are spread out and some people do better than others along the way but will end up in a reformed pay structure that is better for all.

We know it is complex if you are in group 4 (those on points between the bottom and top of each band). The RCN have confused people by saying that staff in this group would get 3% from April. If that had been the case, it would have been clearly stated in our materials.

Our priority throughout the negotiations was to get as much money for as many people as possible. We are working with employers and other trade unions to make this complex transition as smooth as possible.

If you still have concerns about what you are entitled to, and when, please email health@unison.co.uk and we will do our best to respond.

Yours sincerely,

Sara

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