

# UNISON, leading the campaign to improve your NHS PAY

After years of pay caps and freezes UNISON members said enough is enough and told the government to **Pay Up Now!**

Our campaigning piled pressure on the government to do something about public sector pay.

That pressure paid off. In last November's budget the Chancellor announced there would be new money available for NHS pay and changes to the NHS pay structure if agreement could be reached with employers and the unions.



Intensive and detailed talks led by UNISON followed that announcement and the result is a proposed framework agreement between government, employers and trade unions that includes:

- major increases for staff below top of band through simplifying bands so most staff reach the full rate for the job quicker – worth between 9% and 29% over three years
- meaningful increases for top-of-band staff who already benefit from the full rate for the job – for most this would be worth 6.5% over three years plus a 1.1% lump sum in year two
- removal of band overlaps to ensure promotion comes with a proper pay rise, and to lessen the risk of equal pay challenges
- ending poverty pay through an immediate move to a new above-living wage minimum rate, with further increases for the lowest paid staff by the end of the deal
- big improvements to starting salaries to help the NHS attract and retain new staff.

NHS trade unions are recommending this agreement to their members as we believe it is the best deal available through negotiation. It delivers substantial pay rises for members not at the top of their pay bands over the three years and is a major step in dealing with low pay in the NHS which has been UNISON's priority for many years.

Go to [nhspay.org.uk](http://nhspay.org.uk) and use our pay calculator to see what the changes would mean for you.

## Changing the NHS pay system

A key aim of this proposed agreement is to make whole pay system fairer and

better for current and future NHS staff. All the changes relate to pay band design – the process for allocating roles to bands will continue to be through the current NHS job evaluation scheme.

The changes within this proposed agreement can't be made in one hit, they need to be spread out over a full three year period. Some people do better than others in individual years, but we have made sure that everyone would gain overall. The most important figure for you to look at is your total gain at the end of the three years.

All staff would get a meaningful pay rise – in every case more than they could expect under the current system of incremental progression and annual awards capped at 1%. The proposals we have negotiated would provide a mixture of annual pay awards, a top-of-band lump sum, incremental progression and improvements to the pay structure.

### For staff in bands 2-9 who are below top of band

This would mean:

- improving starting salaries in each pay band by removing overlaps between bands. This would start in year one and be finished in year two.
- deleting points in the mid-range of each band in years two and three of the deal.

In each year staff who are due to move up to a point that will be deleted would automatically go to the point above. The combination of these changes would mean increases ranging between 9% and 29% over the three years as we help more people reach the rate for the job more quickly.

## For staff at the top of bands 2-8c

This would mean:

- 3% in 2018/19
- 1.7% in 2019/20 plus a lump sum worth 1.1% paid in April 2019
- 1.7% in 2020/21

This would amount to a total increase on basic pay of 6.5% over three years plus the extra 1.1% lump sum in April 2019.

## For staff at the top of bands 8d and 9

This would mean:

- An increase of 5.4% at the top of band 8d and 4.5% for the top of band 9 over the three years. These staff would also receive a lump sum worth about £800 in April 2019.

## For staff currently in band 1

This would mean:

- effective from 1 April 2018 the minimum basic rate in the NHS in England would be £17,460 – equivalent to £8.92 per hour – which exceeds the living wage.

For all staff currently in band 1 this would be an immediate increase of about 10%.

However, the deal goes further so that by March 2021 all jobs in band 1 would be altered to become band 2 roles. Staff would get training and support to take on any necessary changes. They would therefore benefit from a further increase taking their salary to £18,005, equivalent to £9.21 per hour, by the end of the deal.

In total, current band 1 staff would receive increases of 15% to 17% over the three years. And from 1 December 2018 band 1 would be closed and new staff would be recruited straight into band 2 jobs.

## Other changes

UNISON has played a leading role in the detailed negotiations with employers and the government to get you a better pay deal. During those negotiations we were faced with a list of demands the other side were putting forward for discussion. Some of those demands like reducing unsocial hours payments, were unacceptable and once we made that clear they were taken off the table. As a result most terms and conditions – including annual leave – would remain unchanged.

But there were a few areas where we were prepared to enter into talks around making certain terms and conditions more consistent and to address the knock-on effects of moving away from the current system of pay points.

## Unsocial hours payments

There would be no fundamental changes to unsocial hours payments. But there would be adjustments affecting some staff to maintain the integrity of the system, while ensuring no-one loses out.

- For staff in bands 4-9 unsocial hours payments would be completely unaffected and continue to be calculated as now.
- For bands 1-3 unsocial hours payments would be calculated in a different way to protect the current cash values for three years while pay changes take place, and thereafter allow them to go up again alongside basic pay increases.
- Instead of being based on the old pay points, eligibility for the payment of unsocial hours during sick leave would apply to salaries up to £18,160.

- Current ambulance staff would be given an individual choice between their existing arrangements or the system that applies in the rest of the NHS.

## Pay progression

Around half of all current staff are already at the top of their band. Most others will have reached it by the end of the proposed three-year agreement through the effects of the pay increases outlined above. For the small proportion who haven't – and for new starters and promoted staff in the future – incremental progression would work quite differently in the future. Most would progress to the top of their band more quickly than is possible now. Increments would no longer be annual, they would be further apart. But in a year where staff did get them, they would be worth more.

A new progression framework would be developed ready for use from 1 April 2019 onwards for new starters. Many employers already link incremental progression to appraisals. In the new progression system all employers would need to apply a process, linked to appraisals, before allowing staff to progress to the next pay point. The proposed system would be designed on the principle that staff should receive the support, training and line manager input they need to progress as soon as they are eligible.

## Next steps

This leaflet only gives a very brief outline of the changes contained in these proposals. You can find more detailed information about the proposals and see how they might affect you at [www.nhspay.org](http://www.nhspay.org)

This deal, if agreed, will be fully funded by government and does not come at the expense of jobs or patient care. NHS trade unions are recommending this proposed agreement and it is supported by the employers.

What you should do is use our pay calculator and find out how these proposals affect you personally. You can find the calculator and lots more detail at [nhspay.org](http://nhspay.org)

UNISON will be consulting members about the proposed deal and nothing will be finally agreed until you have had the opportunity to have your say on pay.

The consultation will open in mid April and we will ensure that you get further details in good time to make sure you can have your say on pay. We will put full details of our consultation on our website at [unison.org.uk/nhspay18](http://unison.org.uk/nhspay18) by mid April so keep yourself up to date.

Also make sure we have an up to date email address for you so you don't miss out on the latest information about pay. You can update your details at [unison.org.uk/my-unison](http://unison.org.uk/my-unison)

## Not in UNISON?

Join today at [joinunison.org](http://joinunison.org) or call **0800 171 2193** or ask your UNISON rep for an application form.