

UNISON SAYS FAIR PAY

FOR NHS STAFF

All in this
together?



**NHS Staff NOT at
top of pay spine**
0%
Nothing



**NHS Staff at
top of pay spine**
1%
60p per day*



**MPs'
Pay Rise**
11%
£20.21 per day*

Do you know what your pay offer is?

- 1% if you're lucky, and that's UNCONSOLIDATED, NOT a permanent increase on your salary – *see overleaf*
- 60% of staff won't receive a cost of living award
- If you're not at the top of your band and due an increment you will receive 0%, **zero, nothing!**

UNISON
West Midlands

UNISON believes this pay offer is an insult to hard working NHS staff and will be balloting members on industrial action. USE YOUR VOTE.

NHS Pay: Facts, Figures and Myths

NHS England: Pay Offer – the details and what it means

1% un-consolidated sum to be paid 2014/15 to those at the top of their pay bands. Nothing for everyone else.

A Pay Review Body recommended 1% for all NHS staff

- 'Un-consolidated' means that it is an additional sum or bonus spread throughout the year and does not actually change the rate of pay. After the pay year anyone who has received this will drop back down to their previous salary.
- It does not increase hourly rates and therefore will not count for unsocial hours or overtime payments.
- Those who are due to receive an incremental pay award will get 0% – NO cost of living award.
- Increments are meant to recognise ability and NOT to substitute a cost of living uplift.
- They will consolidate this if staff agree to an incremental pay freeze – the effect of which would be to remove increments from the NHS altogether – so they are asking staff who have received all their increments to agree to their colleagues not receiving theirs – this is nothing short of divisive and bullying tactics.

The case AGAINST accepting this offer:

- The Government has already clawed back £2.1bn in cuts from 2012/13.
- £1.5bn was found to pay for a costly and wholly unnecessary reorganization of the NHS in England.
- £102bn is due to be paid out in shareholder dividends over 2014 for companies with NHS contracts.
- As public sector workers, MPs are able to find the 11% needed for their rise.
- The cost of living for NHS staff has increased by between 8-12 % between 2010-2013. Rising costs include Rent (4.9% rise in London) and Travel (9.1%).

**The daily pay rise was worked out as follows: NHS Staff on £22,016 top of band 4 (1% rise), MP on £67,060 (11% rise). Annual rise divided by 365 to get a daily rise.*

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