

Fighting for fair pay for NHS staff

February 2015

Dear UNISON health member

NHS pay offer – you decide

I wanted to take this opportunity to thank you for your continuing involvement in UNISON's campaign for fair pay. The industrial action we held last year, together with the threat of further strikes in 2015 resulted in the government increasing the money they plan to spend on NHS pay from April onwards. This extra money reflects the strength of your action.

There is a new offer from the government which we believe you should have an opportunity to consider. This is why we suspended our strike action and are consulting you on the offer that has been made. Members of other NHS trade unions are also being consulted on this offer.

UNISON will accept or reject this offer based on the view of the majority of members, so I cannot stress enough how important it is that you take part in the consultation and have your say. While it is fair to say this is an improved offer in many ways, it is not better for everyone. It does increase pay for our lowest paid members and for the 60% of staff who were subject to the planned pay freeze. However, some senior staff are penalised by it.

UNISON believes that this is the best offer that will be achieved through negotiation and without the need to continue our programme of industrial action. If the majority of UNISON members are not in favour of accepting it then you will be asked to take further industrial action starting with a strike on Friday 13 March.

Your ballot paper is enclosed with this letter. Please find out how this offer affects you, by checking our website and talking to your reps.

You have until the ballot closes at 10am on 2 March 2015 to cast your vote – make your voice heard.

Yours sincerely,



Christina McAnea,
Head of Health, UNISON

The pay offer in brief

- 1% consolidated pay rise for all staff up to point 42 (top of Band 8b) from April 1 2015
- No-one in the NHS would earn less than £15,100 per year (FTE):
 - Deletion of pay point 1 (bottom of Band 1)
 - Increase of pay point 2 to £15,100 per annum (new lowest pay point in Band 1)
- £200 additional consolidated pay rise for staff on pay points 3-8 (Top of band 1, all Band 2 and some of Band 3)
- A one-year increment freeze (2015-16) for staff on pay point 34 (Band 8a) and above
- Talks on changing the redundancy scheme including introduction of a new minimum and maximum for calculation of redundancy payments and ending the facility for employer top-ups for early retirement on the grounds of redundancy
- Additional concessions for staff employed by Ambulance Trusts in England

Check UNISON's detailed briefings for more specific information.

What you should do now

1. Find out what this means for you. These proposals will 'consolidate' an increase into your annual salary and your hourly rate. That means that the difference to your earnings will depend on things like how many unsocial hours you work, any overtime, and additional payments based on your basic salary.
2. The union's strong advice is that you should read the more detailed information about the pay offer which you will find on the UNISON website or from your branch rep, to see how the proposals would affect your earnings. If you have any questions, please speak to your rep in the first instance, as they have access to further help and advice.
3. Find out if your branch is holding meetings about the proposals and go along and have your say.
4. Look out for your ballot paper and use your vote.
5. Speak to colleagues who are not in UNISON – encourage them to join so they can have their say on pay.

Three simple ways to
join UNISON today:



Join online at
joinunison.org



Call us on
0800 171 2193



Ask your UNISON rep
for an application form