

HEALTH pay matters

A FAIR DEAL FOR HEALTH WORKERS



All UNISON members working in health are being given a say on whether to accept or reject the proposed multi-year agreement. At UNISON's annual Health Conference, it was agreed that if this proposed agreement were rejected, members would have to be prepared to take lawful industrial action to secure a higher award for either a single year or a multi-year agreement.

The decision of UNISON's Health Service Group Executive and Conference, was not to make a recommendation, and allow members to determine our union's position.

The proposed agreement for a multi year NHS pay deal, worth a total of 8.1% is as follows:

Year one (2008)	Year two (2009)	Year three (2010)	Year four (2011)
2.75% on all pay points and allowances	2.4% on all pay points and allowances	2.25% on pay points and allowances above point 14	Pay rise to be determined by the Pay Review Body (PRB)
Total value 2.75%	Removal of lowest point in band 1	£420 for all pay points at point 14 and below	Additional increase on most points in band 5
	Additional increase on most points in band 5	Removal of mid-point of band 5	Additional increase on first three points in band 6
	Additional increase on first 3 points in band 6	Additional increase on most points in band 5	Total value PRB+0.11%
	Total value 2.54%	Additional increase on first three points in band 6	
		Total value 2.50%	

Additional non-pay elements:

- Re-opener clause in case inflation goes up rather than down
- Future negotiations on reduction in working week
- Agreement to negotiate further restructuring to reduce number of pay points in long bands
- Commitment to increase the number of apprentices in NHS
- New TU facilities agreement
- Policy statement on work/life balance

How does this add up to 8.1%?

In addition to the increases in basic pay, the structural changes increase the value of the proposed agreement making it worth an additional 8.1% on the total pay bill. The value of the pay element of the proposed agreement varies from 7.6% to 10.7% depending on where an individual is placed on the pay scale.

To see what impact the uplift plus incremental changes would have for you, see the chart overleaf.

What effect would this have on the minimum wage?

The minimum wage in the NHS would rise to £6.40 per hour in 2008. The removal of the lowest rate of pay in 2009 would raise the minimum wage to £6.77 per hour - an uplift of 5.8%. This would result in widening the gap between the statutory and NHS minimum wage to £1.04 per hour. In 2010, the NHS minimum wage would rise to £6.98 per hour. UNISON's objective is to achieve a minimum wage of £6.75 per hour for the lowest paid in the public sector.

What other public sector pay settlements have been made?

(All Pay Review Body awards)

Armed forces 2.6%

Prison officers 2.2%

Hospital doctors 2.2%

Teachers 2.45% (2008); 2.3% (2009); 2.3% (2010) - England and Wales

Teachers 2.25% (2008); 2.5% (2009); 2.4% (2010) - Scotland

How would the re-opener clause help?

The re-opener clause, whilst not guaranteeing further increases should inflation be higher than 2.5% in years two and three, does provide the opportunity for the union to return to the NHS PRB with new evidence and to campaign for higher pay increases should inflation rise significantly.

Why reduce the pay points in band 5?

UNISON has argued for the last three years that several of the pay bands in the NHS pay scale are too long, limiting progression and potentially breaching equal pay legislation. Band five has the highest % of staff compared to other Bands - and also has nine separate pay points. By reducing the number of points in a pay band, the financial gaps between the points get wider, which means a larger incremental pay rise each year. Many staff are also 'trapped' at the top of band 5. With this proposed agreement, band 5 would have one point removed from the middle and additional monies added at the top. This would result in a raise to most of the incremental points in the band, as they 'stretch' to cover the gap left by the removed point. For cost reasons the increases are spread over three years, starting with 2009.

What effect would this have on band 6?

Staff placed on the first three points of band 6 would also get the increases over the three years, as these pay points overlap with the top of band 5.

Why not reduce the pay points in other pay bands?

UNISON's policy is to negotiate a reduction of pay points in all bands down to a maximum of five. In future negotiations we will target all pay bands, prioritising the longest for early restructuring.

What happens if we don't sign up to the proposed agreement?

Members have asked why we can't just take the first year offer of 2.75% as a one year award. The UK governments have stated that this agreement cannot be broken down. There is a clear risk that if we reject, the government would decide to stage a one-year award for 2008, reducing the value of any pay rise for NHS staff to similar levels to other public sector workers. There would be no agreement to remove the lowest point of band 1, no 'flat rate' payment for staff in bands 1-3, no reduction in length of pay band 5 and no commitment to discuss shortening the working week.

Why is UNISON talking about industrial action?

The worst position for the union would be to reject the proposed agreement but not to be prepared to do anything about it. Conference called upon members to take responsibility when voting. The message was: if you wish to reject, you must be prepared to take industrial action to secure a higher award.

Additional monies

Those who would gain in addition to the basic percentages are staff in bands 1-3, band 5 and on the first three points in band 6. See overleaf for more details.

How would this affect members working for private contractors?

Those on Agenda for Change contracts should receive the full increase. However, many private contractor staff are on the NHS minimum wage. This would increase by 15% over the three years of the agreement to £6.98. UNISON will continue to press for all private contractor staff to have full Agenda for Change terms and conditions.

What are other unions saying?

The second largest union in the NHS, the RCN, is recommending acceptance of the proposed agreement. UNISON and the RCN collectively represent two thirds of the NHS workforce. Some smaller unions representing mainly higher banded single professions have expressed dissatisfaction with the proposed agreement and are not recommending it to their members. UNISON's priority is to get the best possible deal for everyone, and in addition, secure extra money for the low paid.

How would this meet UNISON's objectives?

This proposed agreement does not meet in full UNISON's policy for an above-inflation pay increase. It is the highest proposed increase in the public sector and it does break through the Government's 2% cap on public sector pay. In addition it:

- Would raise the minimum NHS wage above the current UNISON objective of £6.75 (the current statutory minimum wage is £5.73)
- Would make all band 1 pay points the same as the lower points in band 2, strengthening the case for total abolition of band 1
- Reduces the number of pay points in band 5 with commitment to address the other long pay bands in the future
- Contains a national trade union facilities agreement
- Includes a policy statements on work life balance
- Gives a commitment to hold negotiations on the reduction in the working week

For more information call 0845 355 0845.
Textphone users call 0800 0 967 968.
Or visit www.unison.org.uk/healthcare

PROPOSED PAY SCALES 2008-2011

Band	Spine point	2007/08 Salary	YEAR 1 2008/09		YEAR 2 2009/10		YEAR 3 201 0/11		
			Salary	% increase on previous year	Salary	% increase on previous year	Flat rate pay increase (applicable to points 1-13)	Salary	% increase on previous year
1	1	12,182	12,517	2.75%	Bottom point of Band 1 removed and incremental date for those on Point 1 moved to 1 April				
1	2	12,577	12,923	2.75%	13,233	2.40%	420	13,653	3.17%
						*5.72%			
1	3	12,914	13,269	2.75%	13,588	2.40%	420	14,008	3.09%
1	4	13,253	13,617	2.75%	13,944	2.40%	420	14,364	3.01%
2	2	12,577	12,923	2.75%	13,233	2.40%	420	13,653	3.17%
2	3	12,914	13,269	2.75%	13,588	2.40%	420	14,008	3.09%
2	4	13,253	13,617	2.75%	13,944	2.40%	420	14,364	3.01%
2	5	13,647	14,022	2.75%	14,359	2.40%	420	14,779	2.93%
2	6	14,042	14,428	2.75%	14,774	2.40%	420	15,194	2.84%
2	7	14,437	14,834	2.75%	15,190	2.40%	420	15,610	2.76%
2	8	14,945	15,356	2.75%	15,725	2.40%	420	16,145	2.67%
2	9	15,523	15,950	2.75%	16,333	2.40%	420	16,753	2.57%
3	7	14,437	14,834	2.75%	15,190	2.40%	420	15,610	2.76%
3	8	14,945	15,356	2.75%	15,725	2.40%	420	16,145	2.67%
3	9	15,523	15,950	2.75%	16,333	2.40%	420	16,753	2.57%
3	10	15,870	16,306	2.75%	16,698	2.40%	420	17,118	2.52%
3	11	16,332	16,781	2.75%	17,184	2.40%	420	17,604	2.44%
3	12	16,853	17,316	2.75%	17,732	2.40%	420	18,152	2.37%
3	13	17,257	17,732	2.75%	18,157	2.40%	420	18,577	2.31%
4	12	16,853	17,316	2.75%	17,732	2.40%	420	18,152	2.37%
4	13	17,257	17,732	2.75%	18,157	2.40%	420	18,577	2.31%
4	14	17,893	18,385	2.75%	18,826	2.40%	420	19,250	2.25%
4	15	18,528	19,038	2.75%	19,494	2.40%	420	19,933	2.25%
4	16	19,105	19,630	2.75%	20,102	2.40%	420	20,554	2.25%
4	17	19,683	20,224	2.75%	20,710	2.40%	420	21,176	2.25%
4	18	20,261	20,818	2.75%	21,318	2.40%	420	21,797	2.25%
5	17	19,683	20,224	2.75%	20,710	2.40%	420	21,176	2.25%
5	18	20,261	20,818	2.75%	21,318	2.40%	420	21,797	2.25%
5	19	20,801	21,373	2.75%	22,152	3.64%	420	22,663	2.31%
5	20	21,494	22,085	2.75%	23,019	4.23%	420	23,563	2.36%
5	21	22,187	22,797	2.75%	23,344	2.40%			Pay point removed
5	22	22,823	23,451	2.75%	24,013	2.40%		24,554	2.25%
									**5.18%
5	23	23,458	24,103	2.75%	24,831	3.02%		25,471	2.58%
5	24	24,383	25,054	2.75%	25,829	3.09%		26,483	2.53%
5	25	25,424	26,123	2.75%	26,839	2.74%		27,534	2.59%
6	23	23,458	24,103	2.75%	24,831	3.02%		25,471	2.58%
6	24	24,383	25,054	2.75%	25,829	3.09%		26,483	2.53%
6	25	25,424	26,123	2.75%	26,839	2.74%		27,534	2.59%
6	26	26,464	27,192	2.75%	27,844	2.40%		28,471	2.25%
6	27	27,388	28,141	2.75%	28,817	2.40%		29,465	2.25%
6	28	28,313	29,092	2.75%	29,790	2.40%		30,460	2.25%
6	29	29,237	30,041	2.75%	30,762	2.40%		31,454	2.25%
6	30	30,277	31,110	2.75%	31,856	2.40%		32,573	2.25%
6	31	31,779	32,653	2.75%	33,437	2.40%		34,189	2.25%
7	28	28,313	29,092	2.75%	29,790	2.40%		30,460	2.25%
7	29	29,237	30,041	2.75%	30,762	2.40%		31,454	2.25%
7	30	30,277	31,110	2.75%	31,856	2.40%		32,573	2.25%
7	31	31,779	32,653	2.75%	33,437	2.40%		34,189	2.25%
7	32	32,704	33,603	2.75%	34,410	2.40%		35,184	2.25%
7	33	33,744	34,672	2.75%	35,504	2.40%		36,303	2.25%
7	34	34,899	35,859	2.75%	36,719	2.40%		37,546	2.25%
7	35	36,112	37,105	2.75%	37,996	2.40%		38,851	2.25%
7	36	37,326	38,352	2.75%	39,273	2.40%		40,157	2.25%

IMPACT OVER THREE YEARS		
% uplift on 2007/8 salary at 1 April 2010 without increments (1)	% uplift on 2007/8 salary at 1 April 2010 with increments (2)	% uplift on 2007/8 salary at 31 March 2011 with increments (2)
12.1%	15.0%	17.9%
8.6%	14.2%	14.2%
8.5%	11.2%	11.2%
8.4%	8.4%	8.4%
8.6%	14.2%	17.5%
8.5%	14.4%	17.7%
8.4%	14.6%	17.8%
8.3%	14.4%	18.3%
8.2%	15.0%	19.3%
8.1%	16.0%	16.0%
8.0%	12.1%	12.1%
7.9%	7.9%	7.9%
8.1%	16.0%	18.6%
8.0%	14.5%	17.8%
7.9%	13.4%	16.9%
7.9%	14.4%	17.1%
7.8%	13.7%	13.7%
7.7%	10.2%	10.2%
7.6%	7.6%	7.6%
7.7%	14.2%	18.3%
7.6%	15.5%	19.1%
7.6%	14.9%	18.3%
7.6%	14.3%	17.6%
7.6%	14.1%	14.1%
7.6%	10.7%	10.7%
7.6%	7.6%	7.6%
7.6%	15.1%	19.7%
7.6%	16.3%	21.2%
9.0%	18.0%	18.0%
9.6%	14.2%	18.5%
10.7%	14.8%	19.4%
7.6%	16.0%	20.6%
8.6%	17.4%	17.4%
8.6%	12.9%	12.9%
8.3%	8.3%	8.3%
8.6%	17.4%	21.4%
8.6%	16.8%	20.8%
8.3%	15.9%	19.8%
7.6%	15.1%	18.9%
7.6%	14.8%	18.9%
7.6%	15.0%	20.8%
7.6%	16.9%	20.3%
7.6%	16.2%	19.9%
7.6%	14.2%	18.1%
7.6%	14.8%	18.8%
7.6%	15.1%	19.0%
7.6%	15.1%	15.1%
7.6%	11.2%	11.2%
7.6%	7.6%	7.6%

Notes:
 (1) These figures represent the changes to salary levels at each pay point over the three year period but not including incremental progression
 (2) These figures represent the changes to salary levels at each pay point over the three year period but including incremental progression for those below the top of their band