

## Members' ebrief - April 2008



Dear colleague,

As an NHS Porter and the Chair of the UNISON Health Committee, I felt it was important to let you know about important developments in your pay.

UNISON members will be aware that members in England are currently being balloted on a 3 year pay deal which has been negotiated between the NHS unions; UK Government and NHS England employers. I wanted to take the time to update you on the ongoing pay discussions in Scotland.

As soon as the NHS England proposal was tabled, UNISON Scotland called for immediate talks in Scotland and has met both privately and under the auspices of the wider, multi union, NHS Scotland negotiating machinery with Scottish Government and Scottish employers.

Consistently UNISON Scotland, has argued that the NHS England deal is a matter for members in NHS England and that any consequences on NHS funding for pay, in Scotland should be dealt with in Scotland.

We have and continue to argue that the Scottish Public Sector Pay Policy already commits a 3% payrise for the majority of NHS workers in Scotland and that any delay in implementing that policy would lead to real and immediate hardship for the very NHS workers who politicians and civil servants were keen to be seen applauding during the winter crisis and red weather warnings.

Two weeks ago, under pressure from UNISON, Scottish Government tabled a 'draft pay remit' for all unions to consider. There is genuine anger in some areas as some organisations seem to want to delay you and others getting a pay rise, that the Government are already committed to.

Speaking today (Tues 17 April) at the UNISON National Health Conference in Brighton in my capacity as an NHS worker and the Chair of our Scottish Health Committee I said that:

**"It was the UNISON campaign in health and across the public sector which convinced the Scottish Government to Scrap the Pay Cap. Two weeks ago, under pressure from UNISON, the Scottish Government tabled a pay remit paper which confirms that all staff earning less than £80,000 will receive an immediate uplift on pay and allowances of 3%, whilst talks get underway during the rest of the year to craft a Scottish version of the NHS refresh talks which are under member consultation in England.**

**"I am here to tell you that UNISON Scotland accepts the offer of 3% and demands that it is implemented without further delay."**

UNISON is committed to 'locking in' that 3% and then using Scottish bargaining machinery to negotiate a Scottish NHS Pay deal for 2019-20 which rolls back austerity and reinforces our commitment to fair pay, equality and pay progression.

UNISON will update members and branches in the days and weeks ahead.

Yours sincerely,

*Tom Waterson*

Chair of the UNISON Health Committee



**Tom Waterson,**  
**Chair of the UNISON Health Committee**

## The pay remit reads:

To seek a negotiated settlement between Scottish Government, employers and staffside to cover all Agenda for Change staff for the three financial years 2018/19 to 2020/21. For the financial year 2018/19, the pay deal should deliver a 3% uplift for the majority of staff as well as deletion of the lowest points on existing pay scales, and be based on the principle of no detriment with regard to the recent English Agenda for Change pay deal. All changes will be prospective from 1 April 2018, with pay backdated appropriately.

For the financial year 2019/20 and 2020/21, we will begin negotiations in line with the Scottish Government's commitment to use all of the consequential for reform to the AfC pay structure in Scotland, as well as the principle of no detriment for NHS Scotland Staff. Any agreed changes to pay structure, terms and conditions will be aimed, firstly, at ensuring we retain suitably qualified staff to meet current demand, and also at helping attract the skills and specialities which will be needed to meet future demand. Any negotiated settlement will be referred to STAC to endorse and recommend to the Cabinet Secretary for Health and Sport.

**It is important to keep your details up-to-date, you can make any changes [here](#).**  
**For further information visit [www.unison-scotland.org](http://www.unison-scotland.org)**

Join online at [www.joinunison.org](http://www.joinunison.org) or call free on 0800 171 2194