

NHS Scotland Joint Trade Union Pay Claim 2022 -2023

This Joint Trade Union Claim is submitted on behalf of all staff covered by the agenda for change (AFC) pay arrangements within NHS Scotland having been agreed by all trade unions and professional organisations represented on STAC.

The Scottish Terms & Conditions Committee (STAC) staff side sees mounting evidence of a healthcare workforce crisis which, without urgent intervention, will have a significant impact on NHS Scotland both in the short and long term.

The Scottish Government have confirmed they are not participating in the Pay Review Process (PRB) for the 2022 -2023 pay round for Agenda for Change staff employed within NHS Scotland. The Scottish Government have chosen to initiate direct negotiations with the health trade unions through STAC. NHS Scotland staff expect any pay increase to apply from a minimum of 1 April 2022.

NHS Scotland staff, over the past year have continued to demonstrate a significant level of skill and expertise in the most difficult circumstances imaginable. The current pressures continue alongside the impact of remobilization and recovery of services. It is imperative that the impact on NHS Scotland staff is considered fully during the negotiations.

The staff side assessment of the current workforce issues including high levels of vacancies requires the Scottish Government to deliver a significant above inflation pay increase for all NHS staff employed on Agenda for Change terms & conditions. Achieving a significant pay increase is essential to stem the flow of staff leaving NHS Scotland over the next year. It will also begin to support the retention of current staff as well as contributing to recruiting into the growing number of vacancies across NHS Scotland.

Through negotiations, the pay increase must reflect the skills and value of staff whilst it must also recognize and reward all staff across NHS Scotland.

The negotiations must address:

- The rising cost of inflation on NHS Scotland Staff and ensure they can cope with rising and rapidly fluctuating costs which may change significantly over the pay year.
- Absorb the impact of increases to pension contributions and changes in taxation.
- Benchmark the bottom of the structure against the Real Living Wage.
- Be a significant down payment on the journey of pay restoration to recognise the years of below inflation pay increases experienced by NHS Scotland Staff.

In addition to a significant above inflation pay increase the negotiations also require ensuring existing staff are properly rewarded by the full use of the Agenda for Change agreement.

Priority should be given to measures that will:

1. Ensure banding outcomes reflect job content
2. Reward additional hours fairly
3. Prevent burnout by limiting excess hours
4. Support progression and career development
5. Encourage NHS Scotland employers to use recruitment & retention premia (RRP) to recruit and retain staff where shortages are a risk to staff wellbeing and quality of care

[End]