



Have your say on **NHS PAY** in Scotland

After years of pay freezes and real-terms pay cuts, UNISON members across Scotland said enough is enough and told the UK and Scottish governments to Pay Up Now!

Our campaigns resulted in the Scottish Government agreeing to pay all staff earning under £80,000 an immediate 3% increase. UNISON spearheaded negotiations with NHS employers and the Scottish government to improve pay for all NHS workers. These negotiations have resulted in a three-year pay offer which all UNISON members working in the NHS in Scotland will be given the chance to vote on.

UNISON is recommending to members to **VOTE YES** to accept this deal. A ballot will take place from July 16 to August 14. For more information: www.unison-scotland.org/nhspay18

Update your details by calling **0800 0 857 857** or online at www.unison.org.uk/my-unison

Not in UNISON?

Join today at joinunison.org

call 0800 171 2193 or ask your UNISON rep for an application form.

Have your say in NHS pay ballot July 16 - August 14



What does the pay offer mean for me?

- All NHS Scotland staff earning under £80,000 will receive an immediate 3% pay increase backdated to April 1, 2018 - with a payment of £1600 for staff earning more than £80,000
- The top of all pay scales to rise by 9% over the lifetime of the three-year deal (including 2018) or £1600 p.a. for scales above £80,000
- Major pay increases for staff who are in post but not yet at the top of their band including larger increments and faster progression so most staff reach the full rate for the job faster - worth between 11.3% and 27.7%
- Removal of band overlaps to ensure promotion comes with a proper pay rise and to lessen the risk of equal pay challenges
- Big improvements in starting salaries to help the NHS attract and retain new staff
- The deal also applies to all NHS contractor staff

For more detailed information about the proposals and how they might affect you visit: www.unison-scotland/nhspay18



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