

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



## Questions and answers

### **Why have UNISON and other unions negotiated a multi-year deal?**

Across the UK, UNISON led the joint trade union campaign to scrap the pay cap. In Scotland our union demanded a fair deal for NHS workers and submitted a comprehensive pay claim in the Autumn of 2017. Working with other unions, UNISON has been involved in negotiations with the Scottish Government and the Scottish Health Department to devise a pay deal, which puts money into the pockets of members and, at the same time, restructures the pay and grading system.

UNISON feels that a multi-year deal will allow members working in the NHS to plan ahead, based on known pay increases and wages.

### **How will this deal affect me?**

All NHS workers in Scotland who are on Agenda for Change terms and conditions and earning less than £80,000 a year will receive 3% on account for this year. What you will receive in full depends on where you currently sit on the pay spine.

You can see how this deal affects you by using the pay calculator on the UNISON website [www.unison-scotland.org/nhspay18](http://www.unison-scotland.org/nhspay18). Just put in your current pay band and pay point and you will be able to see exactly what would happen to your basic pay over the three years of the proposed agreement.

### **Our pay rise was due from 1 April. Will it be backdated?**

Yes. The Scottish Government has agreed to pay all staff 3% on account from 1 April. The impact of any other elements of the agreement would be implemented and backdated to 1 April if the deal is agreed.

NHS Boards have been told to make the 3% uplift in the July pay and to calculate and pay the back pay as quickly as possible.

### **What does 'on account' mean?**

On account means that workers in Scotland will receive a 3% uplift (or £1600 for those earning more than £80,000) irrespective of whether the offer is accepted or rejected.

### **Is the deal on offer better than inflation?**

For nearly a decade the government has restricted NHS pay to below inflation. This pay offer is better than what has been on offer, but does not fully make up for the earnings which have been lost over those years.

The agreement will be monitored throughout the three years by the Scottish Terms and Conditions Committee (STAC).

### **I am on the top of my pay band. What will I receive?**

Members at the top of the pay band who earn under £80,000 per year will receive a 9% pay uplift over three years based on their salary at 31 March 2018.

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### **I earn more than £80,000 per year. What will I receive?**

Members who earn more than £80,000 will receive £1600 per annum per year of the deal.

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### **I am not yet at the top of my pay band. What will I receive?**

Members who are not yet at the top of their pay band will receive increments which are worth significantly more than they would have received under the current pay arrangements. Some members may also retain their existing incremental date for some or all of the transitional period.

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### **I am not yet at the top of my pay band. Does the faster progression through increments mean I won't get a cost of living increase for three years?**

There is no automatic entitlement to a cost of living pay increase. In recent years the Pay Review Body has awarded increases which were below the cost of living. It is not possible to strip out what the 'cost of living' element is in this offer for members who are not yet at the top of their pay band.

By accelerating members through their increments, to achieve the rate for the job faster, the employers' offer seeks to put real money into staff pockets and at the same time increases the top of the scale by 9%, meaning a real increase in pay.

### **I am a bank worker. Will the deal apply to me?**

Bank workers will still need to work the required number of total hours per year to progress through the increments. But by dropping the lowest pay bands in each of the pay spines and reducing the number of pay points, bank workers should see an increase in their hourly rate.

### **Are there any changes planned for unsocial hours or annual leave?**

No – these areas are not within the proposal.

### **I work for a contractor within the NHS. Will the deal apply to me?**

Yes, the Scottish Government has confirmed that the agreement, if accepted, will extend to all contractor staff currently covered by the two tier workforce agreement.

### **Why is it important to remove band overlaps and reduce the number of points on each pay grade?**

Agenda for Change was introduced in 2004, bringing a number of pay arrangements into one single pay structure which was underpinned by a Job Evaluation Scheme.

The pay overlaps have been identified as a disincentive to promotion and current advice is that the length of the pay scales could lead to legal challenges in the future.

### **Are the employers looking to make changes to terms and conditions to pay for the cost of these changes?**

The deal is funded by extra money secured through the Barnett Funding Formula following the acceptance of the NHS England Pay Deal.

The Scottish Government has asked that the trade unions enter into discussions on some terms and conditions such as:

- Incremental progression
- Time off in lieu
- Organisational change
- Managing sickness absence

At this stage these talks have not taken place and there has been no commitment by the trade unions to reduce or minimise any of the current policies or procedures. If talks result in a proposal which is not as good as the current arrangements, UNISON members will be balloted to accept or reject any new proposals.

**Find out more detailed information about the proposals and how they might affect you at [www.unison-scotland.org/nhspay18](http://www.unison-scotland.org/nhspay18)**