

Our ref:

Your ref:

MMcL/FM

Matt McLaughlin

When telephoning please ask for:



Ms Phillippa Hird  
Chair – NHS Pay Review Body  
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23 May 2017

Dear Ms Hird

### **NHS PAY – SCOTLAND**

Health workers in Scotland feel compelled to express their anger and disappointment following the recent recommendation that NHS workers in Scotland and the rest of the UK do not deserve an increase matching costs or wage growth in the wider economy.

UNISON's 60,000 members working in NHS Scotland are angry because this is the 4<sup>th</sup> consecutive year that the PRB have chosen to endorse the Westminster Government's 'austerity' agenda; thereby imposing real terms pay cuts upon dedicated, hardworking NHS staff and their families.

The trade unions long-standing support for the Pay Review Body process is being challenged by members who perceive that the PRB is providing cover for a politically-imposed 'pay cap' and is ignoring the fact that NHS wages have not kept up with the costs they experience.

Because UNISON represents the diversity of our NHS, we see firsthand the impact of the pay cap and rising prices.

Whether it's our low paid members working extra jobs or our professional members relying on bank work, UNISON members are at breaking point as the gap grows between take home pay and household costs. In Scotland, right now, hard working dedicated NHS workers tell us they love working in the health service but are struggling to make ends meet, no matter how hard they work.

NHS trade unions have collectively supported the Pay Review Body and take engagement with the annual process very seriously. This support is being actively eroded by the pay cap and the strong belief from members that the PRB will continue to be used to provide political cover for the UK and Scottish Government's austerity cuts. Our First Minister seems open to consider a shift to collective bargaining in the NHS. UNISON Scotland will support the process most likely to deliver fair annual pay increases for health workers.

If/...

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If you believe that the Review Body process can deliver fair pay for NHS staff we would urge you to make it clear that your recommendations for the next pay round will not be bound by the Government-imposed pay cap.

Yours sincerely

A handwritten signature in black ink that reads "Matt McLaughlin". The signature is written in a cursive style and is positioned above a solid black horizontal line.

~~MATT~~ McLAUGHLIN  
UNISON Scotland  
Head of Health