UNISON is serious about fair pay for NHS staff. As the NHS pay round for 2016/17 gets underway we are presenting a very clear set of demands to the Pay Review Body and the governments in the four UK countries.

UNISON’s agenda for NHS pay is about restoring what you have lost, tackling low pay and delivering fairness. We have asked the Pay Review Body to:

- recognise that NHS staff and services simply cannot survive four more years of pay cuts
- recommend a catch-up award for NHS staff to start to address what they have lost
- resist the Treasury call for ‘targeting’ - where some staff get more than 1% while others get less - and make a fair award for all staff
- recommend that from 2016 the NHS incorporates the real Living Wage as a minimum consistently across all four countries
- create a ‘roadmap’ for reaching a £10 an hour minimum pay rate to end poverty pay in the NHS and help protect NHS staff from cuts to their tax credits
- restore a UK-wide NHS pay structure by levelling up to the Scottish salary scales
- apply a ‘feels fair’ award of at least £1 an hour for all staff
- recommend a proper pay framework for apprentices in the NHS to protect them from pay exploitation.
Many thousands of you took part in UNISON’s recent survey on pay, staffing and morale. You described the struggle to make ends meet as your salaries have fallen by between 12% and 18% in real terms since 2010. At the same time private sector pay rises are up to three times higher than public sector increases, leaving you further and further behind.

And it’s clear that this isn’t just hurting you and your families – it is hurting patient care as the NHS struggles to recruit and retain enough staff to meet patient needs.

We know the climate we are in is tougher than ever. George Osborne wants the misery of his 1% limit on NHS pay rises to continue for four more years. And to add insult to injury the Treasury wants all the Pay Review Bodies to recommend ‘targeted’ awards where some staff get more than 1% while some staff get less.

UNISON will oppose this vigorously and will continue to campaign and negotiate for decent pay in the NHS across the UK because it’s the right thing to do for you, for patients and for the NHS.

If you are a UNISON member please go to unison.org.uk/my-unison to check that your details are correct so we can keep you up to date with our pay campaign.

Three simple ways to join UNISON today and get essential cover wherever you work

- Join online at joinunison.org
- Call us on 0800 171 2193
- Ask your UNISON rep for an application form