

Time to talk about pay

NHS
PAY
2017/
2018

UNISON
the public service union

September 2016

Issue 03

- **UNISON puts the case for fair pay to the NHS Pay Review Body round 2017/18**
- **We call for decent pay rise for all staff, including a return to UK pay and the living wage**

UNISON puts the case for fair pay to the NHS Pay Review Body round 2017/18

UNISON has submitted evidence to the annual NHS Pay Review Body (PRB) process. We have called for:

- A return to UK-wide pay scales, levelling up to Scotland scales as a minimum
- A restructure of Bands 1-3, delivering the real Living Wage and maintaining pay differentials between bands
- A fair pay award for all staff to reflect cost of living increases

Additionally, UNISON has asked that where the combination of realignment and annual pay award falls short of a £1 an hour increase that the shortfall is made up. UNISON wants to see a clear commitment for the value of Agenda for Change to be increased so a minimum pay rate of £10 an hour can be reached.

UNISON also called for a clear statement from the PRB that pay for apprentices in the NHS falls within the framework of Agenda for Change. This would not only protect the rights of apprentices, but would discourage inappropriate job substitution.

The NHS PRB is the body that recommends the annual pay award for all NHS Agenda for Change staff. The PRB sometimes makes wider observations about the NHS workforce. But its prime responsibility is to recommend the annual pay award, rather than changes to wider Agenda for Change terms and conditions.

The road to the Pay Review Body – how UNISON sets pay policy

The road to the Pay Review Body begins at UNISON's health conference. In April 2016, UNISON members from branches and regions across the UK discussed, debated and voted on UNISON's approach to pay, terms and conditions in the NHS. The decisions those conference delegates took set our policy on pay.

Next steps

We will shortly be publishing the results of our annual pay survey which helped to inform our evidence to the PRB.

In December, UNISON will give evidence in person to the NHS PRB panel. We will use examples from branches across the country to show how pay restraint is damaging our vital national health service.

The PRB usually reports to the Government around February time, with the Government issuing a response in March.

We will keep you updated throughout the process.

Want to talk more about pay?

Talk to your local UNISON branch and find out more about how you can get involved in the union.