

Time to talk about pay

NHS
PAY
2017/
2018

UNISON
the public service union

March 2017

Responding to the NHS Pay Award 2017/18 - England

To: Branch secretaries and stewards in all Health Branches [England only]

Action: Branch consultation and response to Health Service Group

Deadline: Respond as soon as possible, by Tuesday 2 May

The NHS Pay Review Body (PRB) has recommended a 1% consolidated pay increase for all NHS Staff on Agenda for Change contracts. The Government has accepted the recommendation and pay for NHS staff will be increased from 1 April 2017. This is the consultation on how UNISON should respond. We want to know how members in your branch feel about the annual pay award and where you want UNISON, at branch, region and national levels, to put the most resource.

This is about the focus of national and regional UNISON resources. The Health Service Group Executive has not received soundings that there is the level of support necessary for a successful industrial action ballot so **formally recommends that our efforts should instead be dedicated to an “earnings maximisation” strategy.** However, we are running this consultation to check that this judgement is correct. If branches choose the “earnings max” strategy, we will dedicate resources to branches to deliver projects on those lines.

We are using “earnings max” as a shorthand for campaigns the Health Group could run to improve member earnings. This could include country-wide work such as pursuing a national approach to reprofiling band 1 jobs into band 2, regional projects to identify and resource high profile rebanding campaigns, as well as training and support for branches to pursue local campaigns in areas such as: living wage claim; local recruitment and retention premiums; challenging downbanding/supporting banding reviews; holiday pay and sick pay based on accurate earnings; and improved shift patterns.

If branches choose national industrial action to challenge the 2017/18 pay award, our national resource will be used to provide the administrative and logistical support needed for a national ballot.

OPTION A – Earnings maximisation

OPTION B – Resource a national ballot to challenge the 2017/18 pay award

Branches are asked to consult with members and arrive at a branch-level decision. If you need support on conducting an appropriate consultation with members please get in touch with your UNISON region.

Branches must respond by **Tuesday 2 May**. This is so there is enough time to compile responses from all branches for the Health Service Group Executive to consider before Health Conference. If you need additional guidance or support, contact your regional organiser or the Health Group on health@unison.co.uk – clearly marking your email subject line “NHS pay consultation.”