

UNISON improving **NHS PAY**

Activists' briefing
5 April 2018



UNISON – PAY UP NOW for the NHS

UNISON has been leading negotiations with the government and NHS Employers over a three year pay deal for NHS staff, together with changes to the NHS pay structure to make it fairer.

These negotiations came about after years of pay caps and freezes and UNISON members said enough is enough. Our Pay Up Now! campaign piled pressure on the government to do something about public sector pay.

That pressure paid off. In last November's budget the Chancellor announced there would be new money available for NHS pay and changes to the NHS pay structure if agreement could be reached with employers and the unions. Intensive and detailed talks followed that announcement and the result is a framework agreement between government, employers and trade unions.

UNISON is recommending this agreement to their members as we believe it is the best deal available through negotiation. It breaks the hated government pay cap within a meaningful pay rise for staff at the top of their band, delivers substantial pay rises for members not at the top of their pay bands over the three years and is a major step in dealing with low pay in the NHS which has been UNISON's priority for many years.

The question for members is whether there is enough in the whole package to offer something better than the alternative.

If this deal is not accepted, then the new money is likely to be withdrawn and we will go back to the Pay Review Body who will decide how much our members are worth within the existing NHS budget. UNISON does not believe that the Pay Review Body will make a better offer, so the alternative will be difficult conversations with members about industrial action.

We want as many UNISON members as possible to know how they will be affected and why we are recommending the proposals, and we need your help with that.

This is an opportunity to make sure we have up to date contact details for our members, including an email address, so when you are having those conversations please ask them to update their details to ensure they get information on voting.

This is also an opportunity to recruit new members into UNISON so make sure that you have supplies of the new application form to hand.

This briefing gives you more detailed information about the offer and will help you speak to your members about what it means for them. NHS Employers have agreed to be supportive of facilitating drop-in sessions, briefings, information stands, walkabouts and other activities. This provides us an excellent opportunity to recruit and organise for UNISON whilst talking to NHS staff about the offer.

Consulting members over the agreement

UNISON is recommending this agreement to their members as we believe it is the best deal available through negotiation but it is UNISON members that will have the final say.

The consultation will launch on Monday 16 April and run until the first week of June.

Voting will be coordinated nationally through a mixed-methods ballot, but using the full range of our organising and communication tools will be vital to get a good turnout. Voting will be through an online ballot form and we will use a wide range of methods to both encourage members to go there, but also to bring the ballot box to members.

This will feature:

Run by UNISON nationally:

- A secure, online form for members to cast their ballot
- Direct email communications
- Direct text message communications
- Direct postal communications – to members for whom we have no other contact details

Run by UNISON branches support by regions:

- Recruitment drives – new members can be enrolled onto the voting register provided they are in RMS by no later than Thursday 24 May – the earlier you get new members on the list the more chances we have to promote the vote to them!
- Workplace meetings and ballot boxes – branches can host all-member meetings and get members to cast their ballot on the phone, or arrange for laptops or tablets to be at the back of the room so members can vote during the meeting
- Branch office ballot boxes – if your branch office has a PC or tablet, encourage members to pop in to cast their vote
- Walkabouts with a mobile/tablet device – getting members to vote as you talk to them

Remember – as this is a consultation NHS Employers have committed to support our efforts in engaging members – so make sure you ask for space for workplace meetings, stalls, access to team briefings, and as much as you can!

Resources

UNISON has produced resources to help you do this.

These resources include:

- a joint union website at www.nhspay.org which explains the proposed deal in detail, and also has a pay calculator so members can see exactly what the proposals mean for them. Also on this page is a detailed breakdown of how the proposals affect each pay band.
- a UNISON leaflet which you can give to members (stock number 3889)
- a UNISON poster for you to use in your workplace (stock number 3888)
- a joint union leaflet (stock number 3886)
- a joint union poster stock number 3885).

These leaflets and posters can be ordered at unison.org.uk/catalogue – you will find them in the NHS Pay 18 section.

To do list

Right now

- **Talk** – to your employer about supporting your work during this process, including workplace sessions and meetings, walkabouts – NHS Employers are supporting this engagement so it is a great opportunity to organise in the workplace!
- **Order** – UNISON resources to your branch (as above)
- **Encourage** members in your branch to make sure their email address is up to date on RMS via My UNISON or UNISONdirect
- **Identify** - any non-NHS members in your branch who should be in the ballot
 - Are there members in your branch working for contractors, subsidiary companies or other contractors – is there a collective agreement giving them the right to NHS pay uplifts, or is there custom and practice to do this?
 - Where there are, are all staff linked to NHS pay terms and conditions, and if so for how long has that been the case?
 - Let your regional contact for health know as soon as possible:

Region	Name		Email
North west	Amy	Barringer	A.barringer@unison.co.uk
South east	Simon	Bolton	s.bolton@unison.co.uk
Greater London	Jamie	Brown	J.brown@unison.co.uk
East midlands	Anne	Eastham	A.eastham@unison.co.uk
South west	Helen	Eccles	h.eccles@unison.co.uk
Eastern	Sasha	Pearce	S.pearce2@unison.co.uk
Yorks. & Humber.	Tony	Pearson	T.pearson@unison.co.uk
West midlands	Chanel	Willis	C.willis@unison.co.uk
Northern	Sheila	Wilson	S.wilson2@unison.co.uk

By Friday 13 April

- **Book** – rooms for workplace meetings with your employer, and publicise them to members – remember that voting is open from 16 April!
- **Pin up** – UNISON posters in key workplace areas
- **Organise** – rotas for activists in your branch to do walkabouts, stalls and other engagement activities
- **Order** – the latest consultation materials – look out for material on the UNISON catalogue, branch circulars and emails to branches.

From Monday 16 April

It's all systems go!

- **Run** – member meetings and briefings – why not bring a laptop or mobile device and get members to vote while they are there?
- **Host** – ballot boxes in your branch – all you need is a PC, laptop or other device connected to the internet – as long as a member has their membership number and date of birth they will be able to vote!
- **Get out and talk** – and why not bring a phone with you, so members can vote when you talk to them? We will produce “sorry we missed you” style postcards so you can let people know you were there if they are busy.
- **Mix it up** – we have a long consultation so we can get maximum engagement from members, giving you as much time as possible to cover all the workplaces and areas that you can
- **Talk** – to your region and other branches – find out what is working well elsewhere and share your great ideas!

Detail of the framework

To understand fully what the proposals would mean for individuals go to www.nhspay.org where you will find all the information you need, including a personal pay calculator.

The main elements are:

- Meaningful increases for top-of-band staff who already benefit from the full rate for the job – for most this would be worth 6.5% over three years plus a 1.1% lump sum in year 2
- Major increases for staff below top of band through simplifying bands so most staff reach the full rate for the job quicker – with the combination of reform and progression worth between 9% and 29% over three years
- Removal of band overlaps to ensure promotion comes with a proper pay rise, and to lessen the risk of equal pay challenges
- Ending poverty pay through an immediate move to a new above-living wage minimum rate, with further increases for the lowest paid staff by the end of the deal
- Big improvements to starting salaries to help the NHS attract and retain new staff

A closer look

A key aim of this proposed agreement is to make whole pay system fairer and better for current and future NHS staff. All the changes relate to pay band design – the process for allocating roles to bands will continue to be through the current NHS job evaluation scheme.

The changes within this proposed agreement can't be made in one hit, they need to be spread out over a full three year period. Some people do better than others in individual years, but we have made sure that everyone would gain overall. The most important figure for you to look at is your total gain at the end of the three years.

All staff would get a meaningful pay rise – in every case more than they could expect under the current system of incremental progression and annual awards capped at 1%. The proposals we have negotiated would provide a mixture of annual pay awards, a top-of-band lump sum, incremental progression and improvements to the pay structure.

For staff in bands 2-9 who are below top of band

This would mean:

- improving starting salaries in each pay band by removing overlaps between bands. This would start in year one and be finished in year two..
- deleting points in the mid-range of each band in years two and three of the deal.

In each year staff who are due to move up to a point that will be deleted would automatically go to the point above. The combination of these changes would mean increases ranging between 9% and 29% over the three years as we help more people reach the rate for the job more quickly.

Current progression arrangements would continue to apply, so annual incremental progression would continue as expected for staff during the transition. For information on progression arrangements for new starters and staff who are promoted, see the progression section.

For staff at the top of bands 2-8c

This would mean:

- 3% in 2018/19
- 1.7% in 2019/20 plus a lump sum worth 1.1% paid in April 2019
- 1.7% in 2020/21

This would amount to a total increase on basic pay of 6.5% over three years plus the extra 1.1% lump sum in April 2019.

For staff at the top of bands 8d and 9

This would mean:

- An increase of 5.4% at the top of band 8d and 4.5% for the top of band 9 over the three years. These staff would also receive the lump sum worth nearly £800 in April 2019.

For staff currently in band 1

This would mean:

- effective from 1 April 2018 the minimum basic rate in the NHS in England would be £17,460 – equivalent to £8.92ph – which exceeds the living wage.

For all staff currently in band 1 this would be an immediate increase of about 10%.

However the deal goes further so that by March 2021 all jobs in band 1 would be altered to become band 2 roles. Staff would get training and support to take on any necessary changes. They would therefore benefit from a further increase taking their salary to £18,005, equivalent to £9.21ph, by the end of the deal.

In total, current band 1 staff would receive increases of 15% to 17% over the three years. And from 1 December 2018 band 1 would be closed and new staff would be recruited straight into band 2 jobs.

HCAS

High cost area supplements (HCAS) will be increased in line with the increase to the top of bands in each of the three years, with both minimum and maximum levels increasing by 6.5% over the duration of the proposed agreement.

	2017/18		2018/19		2019/20		2020/21	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Inner	£4,200	£6,469	£4,326	£6,663	£4,400	£6,776	£4,474	£6,892
Outer	£3,553	£4,528	£3,660	£4,664	£3,722	£4,743	£3,785	£4,824
Fringe	£971	£1,682	£1,000	£1,732	£1,017	£1,762	£1,034	£1,792

HCAS percentage rates for each area remain the same as current.

Area	Level (subject to minimum and maximum payments)
Inner London	20 per cent of basic salary
Outer London	15 per cent of basic salary
Fringe	5 per cent of basic salary

Understanding changes to pay – existing staff

The following chart shows individual pay journeys for all existing staff. Look up the current pay point, for the pay year 2017/18 (i.e. 1 April 2017 – 31 March 2018) then read across to see what the salary would be each year, as well as total earnings gain in both pounds and percentage terms.

Please note a pay calculator is available online at www.nhspay.org.

The majority of staff, about 85%, will be at the top of their band by the end of the three years. Staff on some pay points – mostly those on the lowest points in very long bands – might be on an intermediate or transition point at the end of the three years. In all cases, when reform ends all staff would be better off than currently.

Full information on where staff will end up in their pay bands is available on the pay calculator on www.nhspay.org

Look up the current spine point, for the pay year 2017/18 (i.e. 1 April 2017 – 31 March 2018). Read across to see what the salary would be in each year, taking into account pay awards, incremental progression and reform as well as total earnings gain in both pounds and percentage terms. For staff not yet at the top of their pay band the exact timing of increases will depend on their anniversary/incremental date.



Band	Spine Point	2017/18 (current)	2018/19 (Year 1)	2019/20 (Year 2)	2020/21 (Year 3)	Earnings gain (£)	Earnings gain (%)	Other
1	2	£15,404	£17,460	£17,652	£18,005	£2,601	16.89%	£194 lump sum on 1 April 2019
	3	£15,671	£17,460	£17,652	£18,005	£2,334	14.89%	£194 lump sum on 1 April 2019
2	2	£15,404	£17,460	£17,652	£19,337	£3,933	25.53%	
	3	£15,671	£17,460	£17,652	£19,337	£3,666	23.39%	
	4	£16,104	£17,460	£17,652	£19,337	£3,233	20.08%	
	5	£16,536	£17,460	£17,983	£19,337	£2,801	16.94%	
	6	£16,968	£17,787	£19,020	£19,337	£2,369	13.96%	
	7	£17,524	£18,702	£19,020	£19,337	£1,813	10.35%	£210 lump sum on 1 April 2019
	8	£18,157	£18,702	£19,020	£19,337	£1,180	6.50%	£210 lump sum on 1 April 2019
3	6	£16,968	£17,787	£18,813	£21,142	£4,174	24.60%	
	7	£17,524	£18,429	£18,813	£21,142	£3,618	20.65%	
	8	£18,157	£18,608	£19,332	£21,142	£2,985	16.44%	
	9	£18,333	£19,122	£19,917	£21,142	£2,809	15.32%	
	10	£18,839	£19,700	£20,795	£21,142	£2,303	12.22%	
	11	£19,409	£20,448	£20,795	£21,142	£1,733	8.93%	£228 lump sum on 1 April 2019
	12	£19,852	£20,448	£20,795	£21,142	£1,290	6.50%	£228 lump sum on 1 April 2019
4	11	£19,409	£20,150	£21,089	£24,157	£4,748	24.46%	
	12	£19,852	£20,859	£21,819	£24,157	£4,305	21.69%	
	13	£20,551	£21,582	£22,482	£24,157	£3,606	17.55%	
	14	£21,263	£22,238	£22,707	£24,157	£2,894	13.61%	
	15	£21,909	£22,460	£23,761	£24,157	£2,248	10.26%	
	16	£22,128	£23,363	£23,761	£24,157	£2,029	9.17%	£257 lump sum on 1 April 2019
	17	£22,683	£23,363	£23,761	£24,157	£1,474	6.50%	£257 lump sum on 1 April 2019
5	16	£22,128	£23,023	£24,214	£26,970	£4,842	21.88%	
	17	£22,683	£23,951	£26,220	£27,416	£4,733	20.87%	
	18	£23,597	£24,915	£26,220	£27,416	£3,819	16.18%	
	19	£24,547	£25,934	£27,260	£30,615	£6,068	24.72%	
	20	£25,551	£26,963	£28,358	£30,615	£5,064	19.82%	
	21	£26,565	£28,050	£30,112	£30,615	£4,050	15.25%	
	22	£27,635	£29,608	£30,112	£30,615	£2,980	10.78%	£330 lump sum on 1 April 2019
	23	£28,746	£29,608	£30,112	£30,615	£1,869	6.50%	£330 lump sum on 1 April 2019
6	21	£26,565	£28,050	£30,401	£33,176	£6,611	24.89%	
	22	£27,635	£29,177	£32,525	£33,176	£5,541	20.05%	
	23	£28,746	£30,070	£32,525	£33,779	£5,033	17.51%	
	24	£29,626	£31,121	£32,525	£33,779	£4,153	14.02%	
	25	£30,661	£32,171	£33,587	£37,890	£7,229	23.58%	
	26	£31,696	£33,222	£34,782	£37,890	£6,194	19.54%	
	27	£32,731	£34,403	£37,267	£37,890	£5,159	15.76%	
	28	£33,895	£36,644	£37,267	£37,890	£3,995	11.79%	£403 lump sum on 1 April 2019
	29	£35,577	£36,644	£37,267	£37,890	£2,313	6.50%	£403 lump sum on 1 April 2019

Spine point scale continued overleaf

Look up the current spine point, for the pay year 2017/18 (i.e. 1 April 2017 – 31 March 2018). Read across to see what the salary would be in each year, taking into account pay awards, incremental progression and reform as well as total earnings gain in both pounds and percentage terms. For staff not yet at the top of their pay band the exact timing of increases will depend on their anniversary/incremental date.



Band	Spine Point	2017/18 (current)	2018/19 (Year 1)	2019/20 (Year 2)	2020/21 (Year 3)	Earnings gain (£)	Earnings gain (%)	Other
7	26	£31,696	£33,222	£37,570	£40,894	£9,198	29.02%	
	27	£32,731	£34,403	£37,570	£40,894	£8,163	24.94%	
	28	£33,895	£36,111	£38,765	£41,723	£7,828	23.09%	
	29	£35,577	£37,161	£38,765	£41,723	£6,146	17.28%	
	30	£36,612	£38,344	£40,092	£44,503	£7,891	21.55%	
	31	£37,777	£39,656	£41,486	£44,503	£6,726	17.80%	
	32	£39,070	£41,034	£43,772	£44,503	£5,433	13.91%	
	33	£40,428	£43,041	£43,772	£44,503	£4,075	10.08%	£473 lump sum on 1 April 2019
	34	£41,787	£43,041	£43,772	£44,503	£2,716	6.50%	£473 lump sum on 1 April 2019
8a	33	£40,428	£42,414	£44,606	£46,518	£6,090	15.06%	
	34	£41,787	£44,121	£46,331	£48,519	£6,732	16.11%	
	35	£43,469	£45,827	£48,324	£51,668	£8,199	18.86%	
	36	£45,150	£47,798	£50,819	£51,668	£6,518	14.44%	
	37	£47,092	£49,969	£50,819	£51,668	£4,576	9.72%	£550 lump sum on 1 April 2019
	38	£48,514	£49,969	£50,819	£51,668	£3,154	6.50%	£550 lump sum on 1 April 2019
8b	37	£47,092	£49,242	£52,306	£55,450	£8,358	17.75%	
	38	£48,514	£51,737	£55,226	£58,383	£9,869	20.34%	
	39	£50,972	£54,625	£58,148	£62,001	£11,029	21.64%	
	40	£53,818	£57,515	£60,983	£62,001	£8,183	15.20%	
	41	£56,665	£59,964	£60,983	£62,001	£5,336	9.42%	£660 lump sum on 1 April 2019
	42	£58,217	£59,964	£60,983	£62,001	£3,784	6.50%	£660 lump sum on 1 April 2019
8c	41	£56,665	£59,090	£61,777	£64,931	£8,266	14.59%	
	42	£58,217	£61,105	£64,670	£69,285	£11,068	19.01%	
	43	£60,202	£63,966	£69,007	£73,664	£13,462	22.36%	
	44	£63,021	£68,256	£72,597	£73,664	£10,643	16.89%	
	45	£67,247	£71,243	£72,597	£73,664	£6,417	9.54%	£784 lump sum on 1 April 2019
	46	£69,168	£71,243	£72,597	£73,664	£4,496	6.50%	£784 lump sum on 1 April 2019
8d	45	£67,247	£70,206	£73,936	£77,863	£10,616	15.79%	
	46	£69,168	£73,132	£77,550	£81,821	£12,653	18.29%	
	47	£72,051	£76,707	£81,493	£87,754	£15,703	21.79%	
	48	£75,573	£80,606	£86,687	£87,754	£12,181	16.12%	
	49	£79,415	£85,333	£86,687	£87,754	£8,339	10.50%	£784 lump sum on 1 April 2019
	50	£83,258	£85,333	£86,687	£87,754	£4,496	5.40%	£784 lump sum on 1 April 2019
9	49	£79,415	£84,507	£89,537	£94,213	£14,798	18.63%	
	50	£83,258	£88,563	£93,835	£98,736	£15,478	18.59%	
	51	£87,254	£92,814	£98,339	£104,927	£17,673	20.25%	
	52	£91,442	£97,269	£103,860	£104,927	£13,485	14.75%	
	53	£95,832	£102,506	£103,860	£104,927	£9,095	9.49%	£784 lump sum on 1 April 2019
	54	£100,431	£102,506	£103,860	£104,927	£4,496	4.48%	£784 lump sum on 1 April 2019

Timing of increments, reform and pay awards during transition

The pay calculator and individual journey chart show the combination of pay awards, reform, and pay progression.

The precise timing of increases to earnings will depend on where staff are in the structure. If staff are not yet at the top of their band, the pay progression element of their pay increase will happen on their normal anniversary date.

Annual pay awards – i.e. uplifts to the value of pay points – will continue to be applied effective on 1 April in each year.

Elements of reform that mean a pay increase for staff – for example when a point is deleted and staff automatically moved to the point above – will also be applied effective 1 April in each year.

This applies to transitional pay points that exist until the end of year 3. For example, if a member of staff is on a transitional pay point in year 3 this point will cease to exist on 1 April 2021, so they will automatically move to the full rate in the band at the start of that pay year.

For existing staff, remaining in their current band, the progression process will apply as normal on the anniversary date for each individual member of staff.

New progression arrangements will apply to new starters and new appointments to higher bands.

New structure – from 2021

This page illustrates how the pay scale will look once all reform is completed. Over 85% of all existing staff will be on the full rate in their band by the end of the transition. For the rest and new starters, the new progression arrangements would apply.

For illustrative purposes, pay values here reflect 2020/21 rates. However, once reform is completed (i.e. 31 March 2021) points on the pay scale will be uplifted in line with annual pay award recommendations due to start from April 2021.

More detail on starting salaries over the three years of the proposed agreement, as well as individual earning changes for individuals during transition, can be found on www.nhspay.org

Spot rate	
Band 1	£18,005

	Entry		Full rate
Band 2	£18,005	2 years	£19,337
Band 3	£19,737	2 years	£21,142

	Entry		Full rate
Band 4	£21,892	3 years	£24,157

	Entry	Intermediate		Full rate
Band 5	£24,907	2 years	£26,970	2 years £30,615

	Entry	Intermediate		Full rate
Band 6	£31,365	2 years	£33,176	3 years £37,890
Band 7	£38,890	2 years	£40,894	3 years £44,503

	Entry	Full rate	
Band 8a	£45,753	5 years £51,668	
Band 8b	£53,168	5 years £62,001	
Band 8c	£63,751	5 years £73,664*	
Band 8d	£75,914	5 years £87,754*	
Band 9	£91,004	5 years £104,927*	

**indicates points with elements of re-earnable pay. In the year after the employee has reached the top of the band, steps of 5 or 10 per cent of basic salary will become re-earnable subject to performance. This replicates the effect of existing re-earnable pay elements introduced in 2013.*

Other changes

The NHS trade unions have been in detailed negotiations with employers and the government to get you a better pay deal. During those negotiations we were faced with a list of demands that they put forward for discussion. Many of those demands were unacceptable and in the end were taken off the table. As a result most terms and conditions – including annual leave – remain unchanged.

But there were a few areas where we were prepared to enter into talks around making certain terms and conditions more consistent, and to address the knock-on effects of moving away from the current system of pay points.

Unsocial hours payments

There would be no fundamental changes to unsocial hours payments. But there would be adjustments affecting some staff to maintain the integrity of the system, while ensuring no-one loses out.

- For staff in bands 4-9 unsocial hours payments would be completely unaffected and continue to be calculated as now.
- For bands 1-3 unsocial hours payments would be calculated in a different way to protect the current cash values for three years while pay changes take place, and thereafter allow them to go up again alongside basic pay increases.
- Instead of being based on the old pay points, eligibility for the payment of unsocial hours during sick leave would apply to salaries up to £18,160.
- Current ambulance staff would be given an individual choice between their existing arrangements or the system that applies in the rest of the NHS.

Unsocial hours calculations in bands 1-3

Unsocial hours payments would be calculated in a different way for bands 1-3 to protect the current value and improve it as basic pay increases over the three years.

These changes have the effect of preserving the cash value of unsocial hours while the pay restructuring takes place, but would stop any leapfrogging effects where staff in lower bands end up earning more than those in the next band up for the same unsocial hours shift. Once the changes to pay bands have been completed, the system would reset with the new adjusted percentages for the future.

Band 1

Under the current system the unsocial hours element of pay in band 1 is Time plus 50% on Saturdays/nights, and double time on Sundays. On 2017/18 rates these are worth £4.01 per hour and £8.01 per hour. For the duration of the deal these cash values would be fixed, while basic pay rises in each year of the deal. The table below shows how this, plus increases to basic pay, would contribute to increased unsocial hours earnings over the three years.

	17/18	18/19	19/20	20/21
Top of Band 1	£15,671	£17,460	£17,652	£18,005
Plain time	£8.01	£8.93	£9.03	£9.21
All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	(£8.01+£4.01 =) £12.02	(£8.93+£4.01 =) £12.94	(£9.03+£4.01 =) £13.04	(£9.21+£4.01 =) £13.22
All time on Sundays and Public Holidays (midnight to midnight)	(£8.01+£8.01 =) £16.02	(£8.93+£8.01 =) £16.94	(£9.03+£8.01 =) £17.04	(£9.21+£8.01 =) £17.24

Band 2

Under the current system the unsocial hours element of pay in band 2 is Time plus 44% on Saturdays/nights, and Time plus 88% on Sundays. On 2017/18 rates these are worth £4.09 per and £8.17 per hour. The table below shows how this, plus increases to basic pay, would contribute to increased unsocial hours earnings over the three years.

	17/18	18/19	19/20	20/21
Top of Band 2	£18,157	£18,702	£19,020	£19,337
Plain time	£9.29	£9.57	£9.73	£9.89
All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	(£9.29+£4.09 =) £13.38	(£9.57+£4.09 =) £13.66	(£9.73+£4.09 =) £13.82	(£9.89+£4.09 =) £13.98
All time on Sundays and Public Holidays (midnight to midnight)	(£9.29+£8.17 =) £17.46	(£9.57+£8.17 =) £17.74	(£9.73+£8.17 =) £17.90	(£9.89+£8.17 =) £18.06

Band 3

Under the current system the unsocial hours element of pay in band 3 is Time plus 37% on Saturdays/nights, and Time plus 74% on Sundays. On 2017/18 rates these are worth £3.76 per and £7.51 per hour. The table below shows how this, plus increases to basic pay, would contribute to increased unsocial hours earnings over the three years.

	17/18	18/19	19/20	20/21
Top of Band 3	£19,852	£20,448	£20,795	£21,142
Plain time	£10.15	£10.46	£10.64	£10.81
All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	(£10.15+£3.76=) £13.91	(£10.46+£3.76=) £14.22	(£10.64+£3.76=) £14.40	(£10.81+£3.76=) £14.57
All time on Sundays and Public Holidays	(£10.15+£7.51=) £17.66	(£10.46+£7.51=) £17.97	(£10.64+£7.51=) £18.15	(£10.81+£7.51=) £18.32

(midnight to midnight)				
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Unsocial hours enhancement rates – 2018/19 to 2020/21

This table shows how the changes above convert into percentages. The percentage rate reached in 2020/21 will become the new basis for calculating unsocial hours for the future.

	2018/19	2019/20	2020/21	2021 onwards
Band 1 All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	Time + 49%	Time + 48%	Time + 47%	Time + 47%
Band 1 All time on Sundays and Public Holidays (midnight to midnight)	Time + 97%	Time + 95%	Time + 94%	Time +94%
Band 2 All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	Time + 43%	Time + 42%	Time + 41%	Time + 41%
Band 2 All time on Sundays and Public Holidays (midnight to midnight)	Time + 85%	Time + 84%	Time + 83%	Time + 83%
Band 3 All time on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am	Time + 36%	Time + 35%	Time + 35%	Time + 35%
Band 3 All time on Sundays and Public Holidays (midnight to midnight)	Time + 72%	Time + 70%	Time + 69%	Time + 69%

Bands 4-9

There are no changes to unsocial hours rates for bands 4-9.

Sickness absence for staff earning less than £18,160

Staff on pay points 2-8 (bands 1-3) are currently eligible for the payment of unsocial hours during occupational sick leave. Instead of being based on the old pay points, eligibility for the payment of unsocial hours during sick leave would apply to salaries up to £18,160. This would also apply to new starters from July 2018.

Ambulance staff

Current ambulance staff would be given an individual choice between their existing arrangements or the unsocial hours system that applies in the wider NHS.

The wider NHS unsocial hours payment arrangements will apply to all new entrants to the ambulance service in England from 1 September 2018 and all changes of roles (including promotion). Details of how this would be offered and managed would be agreed via the NHS Staff Council, and trade unions would support all ambulance staff to make the best choice for them.

Pay progression

Around half of all current staff are already at the top of their band. Most others will have reached it by the end of the proposed three-year agreement through the effects of the pay increases outlined above. For the small proportion who haven't – and for new starters and promoted staff in the future – incremental progression would work quite differently in the future. Most would progress to the top of their band more quickly than is possible now. Increments would no longer be annual, they would be further apart. But in a year where staff did get them, they would be worth more.

A new progression framework would be developed ready for use from 1 April 2019 onwards for new starters. Many employers already link incremental progression to appraisals. In the new progression system all employers would need to apply a process, linked to appraisals, before allowing staff to progress to the next pay point. The proposed system would be designed on the principle that staff should receive the support, training and line manager input they need to progress as soon as they are eligible.

Fewer increments, further apart

Increments will no longer be annual but will happen after two, three, four or five years. However when staff do get them, they will be worth more.

This table shows the number of years it takes in the current and new system to travel from entry to the top of the band.

	Current system	New system
Band 1	1 year	N/A
Band 2	6 years	2 years
Band 3	6 years	2 years
Band 4	6 years	3 years
Band 5	7 years	4 years
Band 6	8 years	5 years
Band 7	8 years	5 years
Band 8a	5 years	5 years
Band 8b	5 years	5 years
Band 8c	5 years	5 years
Band 8d	5 years	5 years
Band 9	5 years	5 years

Link to appraisals

All employers will need to apply a process, linked to appraisals, before allowing staff to progress to the next pay point. Some employers in England already do this, but others currently apply increments automatically. This will change in the new system, however the agreement makes clear that all staff are expected to progress on time and to receive the support, training and line manager input they need to satisfy the requirements to do so.

The basic requirements for progressing to the next pay point will be that staff:

- Are up-to-date with any statutory or mandatory training (providing that this has been made available to them)
- Do not have a live formal disciplinary sanction on their record at the time they are due to progress
- Do not have a formal capability process underway at the time they are due to progress
- Have completed appraisals in line with the organisation's appraisal cycle and standards
- **For staff who are line managers** – are up-to-date with all the appraisals they need to complete for staff they manage

Employers will be expected to work in partnership with their local staff side unions to develop appraisal policies that support staff to develop their skills and knowledge. These policies must operate fairly and without discrimination. This will require close monitoring, and safeguards such as training for managers, adequate funding for staff development and a robust appeals process.

Guidance on all this will be jointly developed ready for use with new starters from April 2019.

Simple process

The progression process will require line managers to be alerted in advance when a member of staff is coming up to the date where they are eligible to progress to the next pay step. They will then be responsible for working with the member of staff to complete the necessary review of their progression requirements, and for notifying payroll that the pay increase can be activated with effect from their progression date.

Current staff who will not reach the top of their band by the end of the deal

Around 14% of all current staff will not reach the top of the band by the end of the three year period. These staff will effectively switch in April 2021 from the current system of annual progression to the new system. The agreement provides that they can carry past service with them into the new system and credit it towards the time they need to wait before they can progress to the next pay step. For example, under the new system a new member of staff starting at the bottom of band 6 will take five years to get to the top. So if a member of staff currently in band 6 has only reached the intermediate point in band 6 by 2021, but has four years' service, they will be able to progress to the top after just one more year. This way their total journey time will have been five years.

Re-earnable pay linked to appraisals for bands 8c, 8d and 9

Once staff in bands 8c, 8d and 9 reach the top of their pay band, the progression requirements described above will need to be met each year. If they are not, the basic salary could be reduced by 5% or 10% for that year. This can be restored the following year if the employee has met the requirements by then.

Further work on the progression system

Unions and employers through the Staff Council will complete further work before April 2019 to set out detailed guidance on how the progression arrangements should work in practice.

This will include what should happen by when to activate progression if it is delayed, and safeguards to ensure that this does not happen unfairly.

Unions will also produce guides for their members on how to get the most out of appraisals and what to do if they have concerns.

Implementation of the new system will be closely monitored by the Staff Council and employers will be required to report back on how it is working.

Reference guide – pay scales

This section shows what the pay scales will look like in each year of the transition towards the new structure.

This is of most use for those trying to understand new starting salaries and full rates in each band in each year of the proposed pay structure.

This is not intended to show individual staff what their basic salary will be each year. For this, please use the pay calculator or journey chart to see how the combination of annual award, increments and reform will affect individuals.

For existing staff not yet at the top of the band, basic pay will be in the range indicated in the ranges indicated between entry and full rates. The exact position will depend on what pay point staff were in 2017/18 but all staff will be better off in each year compared to existing arrangements. Around 85% of all existing staff will be on the full rate for their band by the end of the three years.

Please use the pay calculator or journey chart to see how the combination of annual award, increments and reform will affect individual members of staff during the transition.

These new pay scales should be read alongside the new arrangements for progression.

2018/2019 – year 1

For existing staff not yet at the top of the band, basic pay will be in the range indicated in the ranges indicated between entry and full rates. The exact position will depend on what pay point staff were in 2017/18 but all staff will be better off in each year compared to existing arrangements. Around 85% of all existing staff will be on the full rate for their band by the end of the three years.

Spot rate	
Band 1	£17,460

	Entry		Full rate
Band 2	£17,460	£17,787	£18,702
Band 3	£17,787	£18,429-£19,700	£20,448

	Entry		Full rate
Band 4	£20,150	£20,859-£22,460	£23,363

	Entry	Full rate
Band 5	£23,023	£23,951-£28,050 £29,608

	Entry		Full rate
Band 6	£28,050	£29,177-£34,403	£36,644
Band 7	£33,222	£34,403-£41,034	£43,041

	Entry		Full rate
Band 8a	£42,414	£44,121-£47,798	£49,969
Band 8b	£49,242	£51,737-£57,515	£59,964
Band 8c	£59,090	£61,105-£68,256	£71,243
Band 8d	£70,206	£73,132-£80,606	£85,333
Band 9	£84,507	£88,563-£97,269	£102,506

2019/2020 – year 2

For existing staff not yet at the top of the band, basic pay will be in the range indicated in the ranges indicated between entry and full rates. The exact position will depend on what pay point staff were in 2017/18 but all staff will be better off in each year compared to existing arrangements. Around 85% of all existing staff will be on the full rate for their band by the end of the three years.

Spot rate	
Band 1	£17,652

	Entry		Full rate
Band 2	£17,652	£17,983	£19,020
Band 3	£18,813	£19,332-£19,917	£20,795

	Entry		Full rate
Band 4	£21,089	£21,819-£22,707	£23,761

	Entry	Full rate
Band 5	£24,214	£26,220-£28,358 £30,112

	Entry		Full rate
Band 6	£30,401	£32,525-£34,782	£37,267
Band 7	£37,570	£38,765-£41,486	£43,772

	Entry		Full rate
Band 8a	£44,606	£46,331-£48,324	£50,819
Band 8b	£52,306	£55,226-£58,148	£60,983
Band 8c	£61,777	£64,670-£69,007	£72,597
Band 8d	£73,936	£77,550-£81,493	£86,687
Band 9	£89,537	£93,835-£98,339	£103,860

2020/21 – year 3

For existing staff not yet at the top of the band, basic pay will be in the range indicated in the ranges indicated between entry and full rates. The exact position will depend on what pay point staff were in 2017/18 but all staff will be better off in each year compared to existing arrangements. Around 85% of all existing staff will be on the full rate for their band by the end of the three years.

Spot rate	
Band 1	£18,005

	Entry	Full rate
Band 2	£18,005	£19,337
Band 3	£19,737	£21,142

	Entry	Full rate
Band 4	£21,892	£24,157

	Entry	Full rate
Band 5	£24,907	£26,970-£27,416 £30,615

	Entry	Full rate
Band 6	£31,365	£33,176-£33,779 £37,890
Band 7	£38,890	£40,894-£41,723 £44,503

	Entry	Full rate
Band 8a	£45,753	<i>(some staff will still be on transition point)</i> £51,668
Band 8b	£53,168	<i>(some staff will still be on a transition point)</i> £62,001
Band 8c	£63,751	<i>(some staff will still be on a transition point)</i> £73,664
Band 8d	£75,914	<i>(some staff will still be on a transition point)</i> £87,754
Band 9	£91,004	<i>(some staff will still be on a transition point)</i> £104,927

2021 onwards – final structure

This page illustrates how the pay scale will look once all reform is completed. This should be read alongside the new arrangements for progression.

For illustrative purposes, pay values here reflect 2020/21 rates. However, once reform is completed (i.e. 31 March 2021) points on the pay scale will be uplifted in line with annual pay award recommendations due to start from April 2021.

Spot rate	
Band 1	£18,005

	Entry		Full rate
Band 2	£18,005	2 years	£19,337
Band 3	£19,737	2 years	£21,142

	Entry		Full rate
Band 4	£21,892	3 years	£24,157

	Entry	Intermediate		Full rate
Band 5	£24,907	2 years	£26,970	2 years £30,615

	Entry	Intermediate		Full rate
Band 6	£31,365	2 years	£33,176	3 years £37,890
Band 7	£38,890	2 years	£40,894	3 years £44,503

	Entry		Full rate
Band 8a	£45,753	5 years	£51,668
Band 8b	£53,168	5 years	£62,001
Band 8c	£63,751	5 years	£73,664*
Band 8d	£75,914	5 years	£87,754*
Band 9	£91,004	5 years	£104,927*

**indicates points with elements of re-earnable pay. In the year after the employee has reached the top of the band, steps of 5 or 10 per cent of basic salary will become re-earnable subject to performance. This replicates the effect of existing re-earnable pay elements introduced in 2013.*

Reference guide – how the restructure works

For those interested in this level of detail, this section outlines the approach taken to transitioning from the current pay scales towards the new structure.

Refreshing the NHS pay structure is long overdue. It takes too long for staff to reach the full rate in a band, some pay points are too close together, there is too much overlap between bands – meaning pay rises on promotion are often very small - and pay at the bottom of the structure is too little to live on.

These issues have been compounded by nearly eight years of pay restraint.

After many years of campaigning, government and employers have taken on board many of the points that NHS trade unions have been making.

However, moving from the existing structure to a new structure – whilst ensuring that all staff gain – is complicated.

This is not intended to show individual staff what their basic salary will be each year. For this, please use the pay calculator to see how the combination of annual award, increments and reform increases pay for specific members of staff.

Broad outline of transition:

Year 1	Year 2	Year 3
Award to staff at top of band	Award to staff at top of band	Award to staff at top of band
<p>Begin to remove overlapping points at the bottom of bands.</p> <p>Living wage rate applied as lowest rate in pay scale.</p> <p>Band 1 closed to new entrants.</p> <p>All remaining pay points increased in value.</p>	<p>Remaining overlaps removed.</p> <p>Restructure of mid-range of bands begins.</p> <p>All remaining pay points increased in value.</p>	<p>Restructure of mid-range of bands completed.</p> <p>All remaining pay points increased in value.</p> <p>All remaining jobs in band 1 altered to become band 2 roles.</p>

Explanation of earnings gain during the transition phase

There is variation in the amount earnings increase during the transition to the new pay structure. This is because of the way the different elements of reform interact with each other within the NHS job evaluated pay band system.

There are three main types of change to pay

- Award

- Progression
- Restructure

Award:

A pay award is made to the value of a point. Ordinarily, the only staff to gain from this and this alone are at the top of their pay band.

Progression:

Earnings gain that is made when a member of staff takes an incremental step, ordinarily on anniversary of appointment. Annual progression for all staff continues through duration of the restructure.

Restructure:

A goal of restructuring is to reduce the number of points on each band by removing lower overlaps and by maintaining the top of band as the full rate for the job. Therefore, some staff will have their point merged upwards.

Combinations:

Depending on the transition staff can benefit from two or three of these types of change to pay, possibly in the same year.

For example, a point might be merged up to cluster with a higher pay point. That - newly clustered pay point - might receive a pay award. A member of staff on the point below could then increment, effectively gaining two increments at once as well as a pay award.

Once the three-year deal has finished we will return to annual cost-of-living award, with all points uplifted each year.

10 reasons to back the offer

1. Better than what was on offer. Pay for nearly all staff will increase by at least 6.5% over three years – with 3% of that in the first year. Last year the NHS Pay Review Body gave “serious consideration to the case for a nil pay award.” This is the first funded offer to successfully bust through the public sector pay cap.
2. Reached agreement with government and NHS employers that the top of the band is the full rate for the job. This agreement would increase the value to the top of those bands, and get staff there more quickly.
3. Pay increases will be made up of a mix of pay awards, incremental progression and reform – as we help more people get the full rate for their job sooner than they would do now.
4. Over 85% of all current NHS staff will be at the top of their pay band by the end of the three year agreement - far faster than currently.
5. 100,000 NHS staff taken out of poverty pay and put onto a salary greater than the real living wage – that’s the most people ever who have been moved over a rate over the Living Wage in one go.
6. Starting salaries in each band will be increased – by between 12-22% - to help recruit new staff to the NHS.
7. It will take new starters less time to reach the full rate for the job – a maximum of 5 years, with most staff taking 2-4 years. It currently takes up to 8 years for some staff.
8. A cash lump sum for all staff at the top of their band on 1 April 2019 – worth between £210 and £800 depending on pay band.
9. No-one has to give up any annual leave – and agreement will be reached to support staff who want to buy or sell annual leave, as well as ensuring staff get TOIL or pay for extra hours they work.
10. Firm commitment from NHS employers and government to reach a national agreement on apprentice pay – currently many apprentices are paid less than £4 an hour.