



# **UNISON** delivering the **NHS PAY DEAL**

## Are you on band 1?

The three year pay deal negotiated by UNISON and other NHS unions for staff last year delivers pay rises for those on the lowest pay bands in the NHS.

The pay deal also closed band 1 to new starters. We saw this as the best way to get as much money as possible into your pocket to properly recognise the vital job you do to keep the NHS working.

At the start of year two of the pay deal this April you are being given the opportunity to move from band 1 to band 2.

### **It's your choice**

Whether you move or not is up to you and, as your union, we want to make sure you have all the information you need to make the best choice for you.

You are not being asked to apply for a new band 2 job – there is no job interview. Nor is it about job cuts. It's simply about giving you a choice and helping get you the pay you deserve.

It may be that your current job will only need small changes to get you to a band 2 job. Of course, you could already be doing a band 2 job in everything but name, so then it's just a case of updating your job description to reflect what you already do.

In all cases your employer will give you all the information you need to make your choice. And, if necessary, offer you any additional support and training you need to ensure that you are comfortable with the move to band 2.

UNISON members can also get extra support for learning. UNISON offers support for members around, English, maths, IT skills, on-line learning and communication skills.

Don't forget your individual circumstances too. If you get state benefits these may be affected if you move to band 2 and earn more money.

It's a good idea to check with the Department for Work and Pensions (DWP) or the Citizen's Advice Bureau before making your decision.

If you decide not to go for band 2 now, you can always change your mind in the future. And you will still get your £194 lump sum payment (pro rata if you are part time) this year. Your earnings will also be protected to make sure you don't lose out through any change to your unsocial hours payments.

If you want more information you can speak to your line manager or your UNISON rep, or check out our webpages at [unison.org.uk/band1](http://unison.org.uk/band1)



### **Not in UNISON?**

Join today at [joinunison.org](http://joinunison.org) or call us on **0800 0 857 857** or ask a UNISON rep for an application form.

