



UNISON delivering the **NHS PAY DEAL**

Closing band 1 (England) March 2019

UNISON fought for a pay deal that delivers pay rises for the lowest pay bands in the NHS. Right from the start the lowest pay in the NHS increased to £17460 on 1 April 2018. We now want to get you to the top of band 2.

As part of this pay deal, we closed band 1 to new starters and now existing band 1 staff can move to band 2 from 1 April 2019. So how will this affect you and what should you know? This short guide will give you some basic facts to help you make an informed choice.

This is your choice. No one is forcing you to move to band 2 but we do want to see as many people as possible get more money in their pockets at the end of every month.

There won't be a job interview. Moving to band 2 is not about applying for a new job. Your employer will need to meet with you to ensure you have the right information to make your choice.

Your job role shouldn't change much. You may already be doing a band 2 job but your job description just needs updating. Or your employer just needs to change your job description a little to get the role into band 2. Either way your employer has committed to give you any additional training and support you may need.

This is not about job cuts. The move to band 2 is a way to improve the lowest paid and deliver the Real Living Wage, not about job cuts.

Your individual circumstances are important. Your entitlements to state benefits may be affected by moving to band 2. We want you to earn more money so you may need to check with the Department for Work and Pensions (DWP) or the Citizens' Advice Bureau. The current and future rates of pay can be found on the back of this briefing.

Act now to get the best part of this deal. UNISON pushed for a national date of 1 April 2019 for people to move to band 2. This gives you certain advantages if you take up the offer now rather than waiting (but you can change your mind in the future at your appraisal meeting).

It means you will get to the **top of band 2 on 1 April 2021** (currently £19,337) under the existing pay progression system and not the new one introduced on 1 April 2019.

You'll get a **£194 lump sum payment** (pro-rata if part time) on 1 April 2019 regardless of whether you move to band 2 and if you move to band 2 your employer **will protect your earnings** to ensure you don't earn less through unsocial hours.

If you need more information talk to your union and your line manager.

Not in a union? Join UNISON today <https://join.unison.org.uk/>

What about...?

We can't answer every question in this leaflet, but here are some common questions. More information can be found by searching "**Closure band 1 NHS**" on most search engines or visiting <https://www.nhsemployers.org/your-workforce/2018-contract-refresh/closing-band-1>

What will my pay be if I move to band 2 on 1 April 2019?

Band 1 salary is now £17,460. On 1 April 2019 you will get a 1.1% non-consolidated lump sum £194. On 1 April 2019, the salary increases to £17,652. On 1 April 2020, the salary increases to £18,005. On 1 April 2021, you will move to top of band 2 with a salary of £19,337.

I work on a bank contract, does this affect me?

If your contract mirrors agenda for change then they should be included. If not then your employer is strongly recommended to consider including you in the upskilling exercise.

The pay you receive should reflect the work you are doing. If you work on the bank and are covering a band 2 role then you should be paid at this rate.

I work for a private contractor does this affect me?

The national advice is for the NHS provider to be in talks with the private contractor over upskilling their workforce and adopting the NHS pay arrangements. This is a priority for UNISON.

I'm being put under pressure to make a decision by my line manager, what should I do?

No one should be put under pressure to make a decision. You should be supported and given information to make your decision. If you are put under pressure you should report this to your union.

Bullying is not acceptable. If you are being bullied over your decision then you need to raise this. It is against the principles holding up the NHS and it is not tolerated.

I'm really worried about the changes and not sure I want to move to band 2.

This is ok. No one is forcing you to make the move. Your employer should run through a checklist of all the information you may need before making your decision and then you should have at least 1 month in which to consider your options. Speak to your union and colleagues and make the right decision for you. We want you to earn more money each month and support this deal but we also respect your rights to decide your future.

At the moment I get my unsocial hours when I am sick. Will the move to band 2 change this?

Unsocial hours are now paid to people who earn less than £18,160. If you stay on band 1 your pay will increase to £18,005 by the end of the pay deal. This means a 1% pay increase would take you above this level and you would not get them, even if you stayed in band 1.

I'm a supervisor. What's going to happen to my role?

UNISON believes that the best way to make sure you are getting the right pay for the job you do is through the NHS Job Evaluation Scheme. If you have taken on additional skills and tasks then you should ask for your job description to be updated and you may be able to ask for your job to be re-evaluated if this hasn't happened in a while.