

# NHS pay offer (England) consultation: branch guide

UNISON has received an offer from the government on NHS Pay for England for 2022/23 and 2023/24 that is a significant improvement to the £1,400 a year award imposed last year.

This has only happened because of the phenomenal effort of UNISON members organising in workplaces, taking industrial action, and maintaining strong public support.

UNISON members now need to vote in the national consultation on whether to accept this offer.

The consultation will open on Tuesday 28 March and close on Friday 14 April. We need to make sure all UNISON members get the information they need to understand the offer and the union's position, and that all members have the chance to vote.

This guide outlines what the offer is, how the consultation will work, what resources are available to you, and what you can do to maximise turnout in this crucial consultation.

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## Summary

### The pay offer

In addition to the £1,400 a year pay rise NHS staff were paid in the autumn, the headline pay offer is:

- An extra one-off lump sum which begins at £1,655 for the lowest paid staff and rises in value up the pay bands

And for 2023/24:

- A permanent 5% pay rise on all pay points for 2023/24.
- Raising the lowest pay point in the NHS to £11.45 an hour – 55p higher than the real Living Wage.

The government's offer-in-principle is conditional. First, the government only agreed to make the offer to NHS staff if trade unions agreed to recommend it to their members. Second, the offer will only be implemented if trade union members vote to accept it.

The offer results in different cash outcomes for members on different pay points. We have set these out in more detail below, and in our NHS pay calculator on [www.unison.org.uk/nhs\\_pay](http://www.unison.org.uk/nhs_pay)

### UNISON's position

UNISON is recommending that members **Vote Yes** to this offer.

The Health Service Group Executive (HSGE) held an emergency meeting to consider the Government's offer of negotiations and the terms on which these could proceed. The committee agreed to enter talks and provided a mandate to lay reps making up our NHS Staff Council delegation to oversee them. Daily oversight was provided by the Chair of the HSGE, with frequent check ins with the wider UNISON delegation to NHS Staff Council.

Eventually negotiations reached a point where, in the view of UNISON's NHS Staff Council delegation, the offer was worthy of consideration by both the full HSGE and our whole NHS membership.

Another emergency meeting of the HSGE was held on 16 March and the committee voted to:

- a) Consult members on the offer and recommend they Vote Yes to accept it
- b) Call off all industrial action to allow the consultation to take place
- c) Provide a mandate to our delegation to take the UNISON and BAOT position into a formal meeting of the NHS Staff Council

## The question for members

There will be a national consultation of all UNISON members in NHS Annex 1 employers. The question members will see when voting is as follows:

*In response to our industrial action campaign to improve NHS pay, the government has offered a package consisting of i) a lump sum addition to the 2022/23 pay award already received, and ii) a 5% pay increase effective 1 April 2023, as well as raising the lowest NHS pay point above the Real Living Wage. This would be implemented in the coming weeks if it is accepted by trade union members.*

*Do you wish to accept this offer?*

Yes

No

### **Conditional offers**

Conditional offers are unusual in the NHS. Our members are used to annual NHS Pay Review Body (PRB) rounds, where government pay decisions are imposed – and we then have to we can seek to challenge them, with the money already having been paid.

This offer has been made through a bargaining process and is conditional. Whatever members decide, it is important they understand the decision they are making:

*Voting **Yes** means you want the offer **to be implemented as soon as possible.***

*Voting **No** means you **do not want the offer to be implemented.** Instead, you are willing to risk waiting to see what a Pay Review Body process - only covering 2023/24 pay - might deliver. And you understand that challenging this will require many more UNISON members to vote for and take more sustained industrial action.*

Members will have to make a judgement on that choice. Our job is to ensure that it is an informed one.

## Background

The government announced the imposition of a £1,400 pay award for NHS staff in England in July 2022. The HSGE met immediately and set policy to seek to improve this through industrial action. This was our first major England-wide industrial action campaign in the NHS since the legal requirement for a minimum turnout of 50% in a ballot. The challenge was enormous.

We ran a full ballot of all NHS members which resulted in strike mandates in 8 employers. As a result, UNISON members across those employers have been taking industrial action to improve this outcome since 21 December 2022.

In January and February 2023, we ran a re-ballot in employers where we narrowly missed the threshold and this added strike mandates in a further 9 employers – ensuring an ambulance strike threat in every English region, as well as NHS Blood and Transplant and a handful of acute trusts and specialist trusts.

Our first day of widened action was planned for 8 March. Ahead of that major escalation, the government finally caved in to our demand for talks.

The HSGE held an emergency meeting and agreed to enter negotiations having received assurances that there was additional funding for pay and that prior unilateral discussions with one union would now be folded into talks through proper NHS Staff Council structures.

After two weeks of intense negotiations, an offer-in-principle was made on Thursday 16 March. The HSGE met that day and voted to put this offer to a consultation of UNISON members with a recommendation that they accept. The HSGE then met again on March 21, and decided that the consultation will run until April 14, so a result can be published before UNISON Health Conference – ensuring health branches have the opportunity to meet collectively to consider the result.

Punitive anti-trade union laws meant that in this dispute we only achieved strike mandates in 17 out of ~280 employers, despite clear evidence of the strength of feeling among members across the country. Nonetheless the outcome has demonstrated the impact of our campaign and the effectiveness of our industrial action. When we announced that we now had mandates in 17 employers covering 32,000 members ready to go on strike the government invited us in for talks. We are only in this position now where there is a significantly improved offer on the table because of the campaign we have run and the industrial action UNISON members have taken.

We know that there is much work to do to keep improving our ballot turnouts so that in future we can deliver more mandates which give us greater industrial strength. But what has been achieved in this campaign will provide learning and inspiration for doing just that.

## How the consultation will work

We will run a direct digital consultation of all affected members in NHS employers in England.

The consultation will launch on Tuesday 28 March and close on Friday 14 April - ensuring health branches have the opportunity to meet collectively at health conference to consider the result.

The building and running of the consultation will be coordinated nationally. However, branches and activists have an absolutely vital role in facilitating workplace conversations, ensuring members are clear about what is on offer and the choice they are making, and ultimately in driving turnout to the kind of levels we need to see.

The main method of voting will be by accessing a secure link by email. However, we will also provide web access voting so branches can host virtual ballot boxes in offices, stalls, meetings and walkabouts.

The consultation will include:

Run by UNISON nationally:

- A secure, online form for members to cast their vote
- Direct email communications
- Direct text message communications

Run by UNISON branches, supported by regions:

- Recruitment drives – new members can be enrolled onto the voting register provided they are in RMS by no later than Thursday 30 March – the earlier you get new members on the list the more chances we have to promote the vote to them
- Workplace meetings and discussions – branches can host all-member meetings and get members to cast their vote 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 – 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
- Virtual meetings – provide the link [www.unison.org.uk/nhspay](http://www.unison.org.uk/nhspay) on-screen and get members to click or navigate to it during the session

Eligibility for inclusion is as follows:

- Member employed by a NHS employer in England, as defined by Annex 1 of NHS terms and conditions of service.
- Member record indicating full membership of UNISON.
- members in scope who are members of BAOT or MiP.
- If members should be in scope, but their record is out of date, please ensure it is correctly updated by Thursday 30 March

## Consultation timetable

Date	Event
Tuesday 28 March	Consultation voting opens
28 March – 14 April	National comms to maximise turnout Branch organising activity to speak to members and help them vote
Friday 14 April	Consultation voting closes
Sunday 16 April	Health Service Group Executive to receive result
17 – 19 April	UNISON Health Conference

## Resources

UNISON has produced resources to help you get out the vote on the NHS pay consultation.

These resources include:

- A [pay calculator](#) – to help members understand what this means for them
- An FAQs guide - to explain the offer
- a UNISON leaflet which you can give to members
- a UNISON poster for you to use in your workplace
- PowerPoint for members
- Social media graphics

All materials including leaflets and posters will be available through your region. Digital versions will be accessible through the [UNISON Resource Space here](#).

## To-do list for branches

### ASAP

- **Talk** – to your employer about supporting your work during this process, including workplace sessions, meetings and walkabouts. NHS employers have said they will provide access to workplaces for UNISON activists and organisers for this consultation. We would expect employers to allow facility time for activity around the consultation.
- **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
- **Book** – rooms for workplace meetings with your employer and publicise them to members – remember that voting is open from 28 March!
- **Organise** – rotas for activists in your branch to do walkabouts, stalls and other engagement activities

### From Tuesday 28 March

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?
- **Pin up** - UNISON posters in key workplace areas

- **Host** – voting 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?
- **Mix** it up – we have a three-week 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

## Role of branches

Activists, as well as members, may feel strongly about this consultation and may wish to talk to members about their own views on the offer. However, it is the role of the Health Service Group Executive to set policy on pay, and the responsibility of all constituent parts of the union including health branches to work together to promote that policy position and take collective responsibility in supporting it once it is made.

In practice, this means that where UNISON resources, such as branch mailings, newsletters, and social media accounts, are used to promote the consultation they must clearly reflect the collective UNISON position which is to recommend acceptance of the offer.

This is described in the Democracy in UNISON guidelines, particularly sections 2.5 and 3.1



## The offer explained

### Summary

Unlike a PRB process, this offer isn't an automatic payment that will arrive in members' pay packet whether they vote or not. If members want this pay rise, they need to vote YES for it in UNISON's consultation.

In addition to the £1,400 a year pay rise NHS staff got last autumn, the offer is:

- An extra one-off lump sum which begins at £1,655 for the lowest paid staff and rises in value up the pay bands.
- A permanent 5% pay rise on all pay points for 2023/24, worth at least £1,065.
- A permanent 10.4% increase to Band 1 and the entry point of Band 2, raising the lowest pay point in the NHS to £11.45 an hour – 55p higher than the real Living Wage.

You can see what this means to individual pay points on [our pay calculator](#), or in the charts at the end of this document.

### Detailed explanations

The government offer is made up 2 main pay elements plus further policy commitments:

1. **A lump sum payment to all staff.** This will be made up of two parts:  
A payment based on 2% of the value of your basic pay for in 2022/23, **plus** a payment worth different amounts in different bands:

Band 1-4	£1,250
Band 5-8a	£1,350
Band 8b-8c	£1,450
Band 8d	£1,550
Band 9	£1,600

This results in a different payment to each pay point. For example, if accepted it would be worth the following for a full-time member of staff:

Band 2 Entry	£1,655
Band 3 Top	£1,714
Band 4 Top	£1,776
Band 5 Entry	£1,891
Band 5 Top	£2,009
Band 6 Top	£2,162
Band 7 Top	£2,303
Band 8a Top	£2,442

You can see what this means individually [here](#) or in the tables on the following pages.

2. A **consolidated pay rise of 5% for all staff**, other than Band 1 and the lowest point of Band 2, who are offered a 10.4% pay rise. This takes the lowest point of the pay structure to £11.45 an hour – significantly above the current real Living Wage rate of £10.90 an hour.

3. A few **non-pay policy commitments**, which include:

- Reviewing policy on safe staffing arrangements
- Further partnership work on tackling and reducing violence against NHS staff.
- Consultation on continuing pension abatement introduced as a temporary change during COVID
- Asking the NHS Staff Council to reach agreement on amendments to terms and conditions to provide basic pay protection for existing NHS staff who embark on apprenticeships for career development.

This offer does **not** include a separate pay spine for nurses. The NHS is one team, and this offer is for all staff on the pay scales covered by NHS pay, terms and conditions. UNISON strongly opposed proposals on divisive nurse-only pay awards and pay spines, so those do not form part of the offer in front of you – [see page 11](#) for more information on this.

As part of the offer, we have set up a technical group within NHS Staff Council structures. Branches can refer detailed queries through their region and we can get answers. There are a couple of points we are confident about:

- Our current understanding from government is that eligibility for the lump sum payment will be staff in post as of 31 March 2023 using pay point and contractual hours applicable on that date
- Pay will continue to be taxed in the usual way, including for the lump sum. Pension contributions will not apply to the lump sum, and it is not pensionable.
- Consolidated increases to basic pay for 2023/24 should be applied to HCAS thresholds.

## Understanding conditional offers

While the offer of billions of pounds of additional pay investment is a clear victory for collective action, the government's offer is **conditional**. If UNISON and other union members don't vote to accept it, the package will be off the table. This is unusual for NHS staff in England but fairly common employer practice where collective bargaining exists in other sectors.

If members reject the offer, they face waiting on a drawn-out Pay Review Body (PRB) process, which only covers 2023/24 and which the government has told to award just 3.5%. This would likely mean no lump sum to top up members' 2022/23 pay award, and no real Living Wage for the lowest paid. To challenge that outcome, we would need to mount significantly higher levels of industrial action, on a much wider basis than before.

That is the choice UNISON members are making in this consultation: the certainty of what is on offer here, or entering a lengthy process that might deliver a lot less.

## Understanding the threat of a possible separate nursing pay spine

On Thursday 16 March, the Government announced that it had made a commitment to the Royal College of Nursing to consider a separate pay spine 'for nurses exclusively'. In the announcement, the Government said they would take into account the scope and legal issues surrounding such a spine, as well as looking at the impact on other healthcare occupations, when they make their consideration. They also stated that employers and other trade unions will be involved in the consideration process.

Consideration of a separate pay spine for nursing is **not a part** of the NHS pay offer, so **voting in UNISON's consultation on the pay offer does not affect consideration of the pay spine**. Likewise, the consideration of the pay spine is not affected by the position of unions on the pay offer. The two issues are entirely separate.

**At the moment**, it is unclear how the government might consider a nurse-only pay spine, but we would anticipate a formal engagement on this will take place at some point in the coming months.

UNISON's elected reps on the HSGE discussed this issue and reaffirmed UNISON's position that the NHS is [One Team](#), and all that NHS pay structures need to ensure equal pay for equal work. They identified that any move to a separate nursing pay spine would present significant risks and could cause unnecessary local tensions.

The HSGE will be overseeing UNISON's work to respond to any engagement exercise on this issue. They will ensure our union has a strong, evidence based and robust voice on both the improvements needed to support proper nursing career structures and banding and the danger of dismantling the harmonised pay spine and collective agreement for NHS staff.

**NHS Pay offer for 2022-2024**

NHS Pay offer for 2022-2024			Already received		Offer under consideration				If offer accepted
Band	Pay point	Annual Salary 2021-22	Salary increase for 2022-23 (£)	Salary increase for 2022-23 (%)	One-off lump sum for 2022-23 (£)	One-off lump sum (% of 2022-2023 pay)	Salary increase 2023-24 (£)	Salary increase 2023-24 (%)	Annual Salary 2023-24
Band 1	-	£18,870	£1,400	7.4%	£1,655	8.2%	£2,114	10.4%	£22,383
Band 2	entry point	£18,870	£1,400	7.4%	£1,655	8.2%	£2,114	10.4%	£22,383
Band 2	top point	£19,918	£1,400	7.0%	£1,676	7.9%	£1,066	5.0%	£22,383
Band 3	entry point	£20,330	£1,400	6.9%	£1,685	7.8%	£1,086	5.0%	£22,816
Band 3	top point	£21,777	£1,400	6.4%	£1,714	7.4%	£1,159	5.0%	£24,336
Band 4	entry point	£22,549	£1,400	6.2%	£1,729	7.2%	£1,197	5.0%	£25,147
Band 4	top point	£24,882	£1,400	5.6%	£1,776	6.8%	£1,314	5.0%	£27,596
Band 5	entry point	£25,665	£1,400	5.5%	£1,891	7.0%	£1,353	5.0%	£28,407
Band 5	intermediate point	£27,780	£1,400	5.0%	£1,934	6.6%	£1,459	5.0%	£30,639
Band 5	top point	£31,534	£1,400	4.4%	£2,009	6.1%	£1,647	5.0%	£34,581
Band 6	entry point	£32,306	£1,400	4.3%	£2,024	6.0%	£1,685	5.0%	£35,392
Band 6	intermediate point	£34,172	£1,400	4.1%	£2,061	5.8%	£1,779	5.0%	£37,350
Band 6	top point	£39,027	£1,561	4%	£2,162	5.3%	£2,029	5.0%	£42,618
Band 7	entry point	£40,057	£1,602	4%	£2,183	5.2%	£2,083	5.0%	£43,742
Band 7	intermediate point	£42,121	£1,685	4%	£2,226	5.1%	£2,190	5.0%	£45,996
Band 7	top point	£45,839	£1,833	4%	£2,303	4.8%	£2,384	5.0%	£50,056
Band 8a	entry point	£47,126	£1,400	3.0%	£2,321	4.8%	£2,426	5.0%	£50,952
Band 8a	top point	£53,219	£1,400	2.6%	£2,442	4.5%	£2,731	5.0%	£57,349
Band 8b	entry point	£54,764	£1,400	2.6%	£2,573	4.6%	£2,808	5.0%	£58,972
Band 8b	top point	£63,862	£1,400	2.2%	£2,755	4.2%	£3,263	5.0%	£68,525
Band 8c	entry point	£65,664	£1,400	2.1%	£2,791	4.2%	£3,353	5.0%	£70,417
Band 8c	top point	£75,874	£1,400	1.8%	£2,995	3.9%	£3,864	5.0%	£81,138
Band 8d	entry point	£78,192	£1,400	1.8%	£3,142	3.9%	£3,980	5.0%	£83,571
Band 8d	top point	£90,387	£1,400	1.5%	£3,386	3.7%	£4,589	5.0%	£96,376
Band 9	entry point	£93,735	£1,400	1.5%	£3,503	3.7%	£4,757	5.0%	£99,891
Band 9	top point	£108,075	£1,400	1.3%	£3,789	3.5%	£5,474	5.0%	£114,949

## Illustrative calculations on the effect of this offer for each band

Individual members will be able to use an online pay calculator on [www.unison.org.uk/nhspay](http://www.unison.org.uk/nhspay). Organisers may wish to refer to the below calculations in meetings or with members.

*NB: These calculations are full-time equivalent. This pay offer is conditional on union members voting to accept it.*

*Your pay will continue to be taxed in the usual way. Pension contributions will not apply to the top-up payment.*

<p><b><u>Band 1</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>7.4%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,655</u></b>, worth approximately <b><u>8.2%</u></b> of your 2022/23 pay.</li> <li><b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,113</u></b>, worth <b><u>10.4%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£22,383</u></b></li> </ul>		
<p><b><u>Band 2 entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>7.4%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,655</u></b>, worth approximately <b><u>8.2%</u></b> of your 2022/23 pay.</li> <li><b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,113</u></b>, worth <b><u>10.4%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£22,383</u></b></li> </ul>	<p><b><u>Band 2 top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>7.0%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,676</u></b>, worth approximately <b><u>7.9%</u></b> of your 2022/23 pay.</li> <li><b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,065</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£22,383</u></b></li> </ul>	

<p><b><u>Band 3 entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>6.9%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,685</u></b>, worth approximately <b><u>7.8%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,086</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£22,816</u></b></li> </ul>	<p><b><u>Band 3 top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>6.4%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,714</u></b>, worth approximately <b><u>7.4%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,159</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£24,336</u></b></li> </ul>	
<p><b><u>Band 4 entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>6.2%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,729</u></b>, worth approximately <b><u>7.2%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,198</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£25,147</u></b></li> </ul>	<p><b><u>Band 4 top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>5.6%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,776</u></b>, worth approximately <b><u>6.8%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,314</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£27,596</u></b></li> </ul>	

<p><b><u>Band 5 entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>5.5%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,891</u></b>, worth approximately <b><u>7.0%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,352</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£28,407</u></b></li> </ul>	<p><b><u>Band 5 intermediate point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>5.0%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£1,934</u></b>, worth approximately <b><u>6.6%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,459</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£30,639</u></b></li> </ul>	<p><b><u>Band 5 top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>4.4%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,009</u></b>, worth approximately <b><u>6.1%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,647</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£34,581</u></b></li> </ul>
<p><b><u>Band 6 entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>4.3%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,024</u></b>, worth approximately <b><u>6.0%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,686</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£35,392</u></b></li> </ul>	<p><b><u>Band 6 intermediate point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>4.1%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,061</u></b>, worth approximately <b><u>5.8%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£1,778</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£37,350</u></b></li> </ul>	<p><b><u>Band 6 top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,561</u></b>, worth <b><u>4%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,162</u></b>, worth approximately <b><u>5.3%</u></b> of your 2022/23 pay. <b>and</b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,030</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£42,618</u></b></li> </ul>

<p><b><u>Band 7 entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,602</u></b>, worth <b><u>4%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,183</u></b>, worth approximately <b><u>5.2%</u></b> of your 2022/23 pay.</li> <li><b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,083</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£43,742</u></b></li> </ul>	<p><b><u>Band 7 intermediate point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,685</u></b>, worth <b><u>4%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,226</u></b>, worth approximately <b><u>5.1%</u></b> of your 2022/23 pay.</li> <li><b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,190</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£45,996</u></b></li> </ul>	<p><b><u>Band 7 top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,833</u></b>, worth <b><u>4%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,303</u></b>, worth approximately <b><u>4.8%</u></b> of your 2022/23 pay.</li> <li><b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,384</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£50,056</u></b></li> </ul>
<p><b><u>Band 8A entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>3.0%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,321</u></b>, worth approximately <b><u>4.8%</u></b> of your 2022/23 pay.</li> <li><b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,426</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£50,952</u></b></li> </ul>	<p><b><u>Band 8A top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>2.6%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,442</u></b>, worth approximately <b><u>4.5%</u></b> of your 2022/23 pay.</li> <li><b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,730</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£57,349</u></b></li> </ul>	



<p><b><u>Band 8B entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>2.6%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,573</u></b>, worth approximately <b><u>4.6%</u></b> of your 2022/23 pay. <b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£2,808</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£58,972</u></b></li> </ul>	<p><b><u>Band 8B top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>2.2%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,755</u></b>, worth approximately <b><u>4.2%</u></b> of your 2022/23 pay. <b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£3,263</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£68,525</u></b></li> </ul>	
<p><b><u>Band 8C entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>2.1%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,791</u></b>, worth approximately <b><u>4.2%</u></b> of your 2022/23 pay. <b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£3,353</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£70,417</u></b></li> </ul>	<p><b><u>Band 8C top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>1.8%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£2,995</u></b>, worth approximately <b><u>3.9%</u></b> of your 2022/23 pay. <b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£3,864</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£81,138</u></b></li> </ul>	

<p><b><u>Band 8D entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>1.8%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£3,142</u></b>, worth approximately <b><u>3.9%</u></b> of your 2022/23 pay. <b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£3,979</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£83,571</u></b></li> </ul>	<p><b><u>Band 8D top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>1.5%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£3,386</u></b>, worth approximately <b><u>3.7%</u></b> of your 2022/23 pay. <b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£4,589</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£96,376</u></b></li> </ul>	
<p><b><u>Band 9 entry point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>1.5%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£3,503</u></b>, worth approximately <b><u>3.7%</u></b> of your 2022/23 pay. <b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£4,756</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£99,891</u></b></li> </ul>	<p><b><u>Band 9 top point</u></b></p> <p>You have already had an increase in basic pay of <b><u>£1,400</u></b>, worth <b><u>1.3%</u></b> in 2022/23.</p> <p>This offer, if accepted, would:</p> <ul style="list-style-type: none"> <li>• Give you an extra one-off sum of <b><u>£3,789</u></b>, worth approximately <b><u>3.5%</u></b> of your 2022/23 pay. <b><i>and</i></b></li> <li>• Increase your basic pay for 2023/24 by <b><u>£5,474</u></b>, worth <b><u>5.0%</u></b>. This would result in a new salary from 1 April 2023 of <b><u>£114,949</u></b></li> </ul>	

## Five reasons to back this offer

1. **The offer would lift over 50,000 NHS staff well above the real Living Wage** – an immediate pay boost out of working poverty for staff on the entry point of Band 2, and the small number of staff remaining in Band 1.

2. **The money on offer to members is significant** – a 5% pay increase worth at least £1,000, plus a top-up payment of at least £1,600, for example:

Band 2 Entry	£1,655 lump sum
Band 3 Top	£1,714 lump sum
Band 4 Top	£1,776 lump sum
Band 5 Entry	£1,891 lump sum
Band 5 Top	£2,009 lump sum
Band 6 Top	£2,162 lump sum
Band 7 Top	£2,303 lump sum
Band 8a Top	£2,442 lump sum

Use the calculator at [www.unison.org.uk/nhspay](http://www.unison.org.uk/nhspay) to see what it could mean for you

3. **NHS staff desperately need a pay rise – now.** This offer represents the best chance of NHS staff significantly increasing their pay in the immediate future. If this offer is not accepted, then the new money is likely to be withdrawn and we face waiting on the Pay Review Body to decide how much NHS staff are worth within the existing NHS budget. We know that ministers told the PRB to award no more than 3.5% so UNISON does not believe it will recommend a better award. The PRB definitely does not have a remit to revisit 2022/23 pay do there would be no top-up payment.
4. **The offer reflects our One Team principles.** We fought off attempts to play different staff groups off against each other. This pay offer is for all staff on NHS pay, terms and conditions.
5. **We can build a legacy – encouraging future industrial action (IA) campaigns.** To build our collective strength we need to show that industrial action leads to wins. The extraordinary efforts of UNISON members pressured the government to the negotiating table, forced a significant U-turn, and secured a funded pay offer. It's time to cash that in and build our capacity to secure IA mandates in more than 17 employers so that our next campaign can be even stronger.