**National Officer Report January 2018**

Happy new year to all. This is a short report given the short time from the last meeting.

**Scottish Funding announcement**

The total funding announced in the Scottish is £32,679 million, an increase over 2017/18 of 2.5%, though the Scottish Government claim a 1% real terms increase.

The budget increases spending on the health service by over £400 million - £200 million more than inflation. This results in health funding of £13,386 million a 3% increase or 1.3% in real terms.

**Pay Policy**

The relevant features of the 2018-19 Pay Policy are:

* lifting the pay cap by providing a guaranteed minimum increase of 3 per cent for public sector workers who earn £30,000 or less;
* a limit of up to 2 per cent on the increase in baseline paybill for those earning above £30,000 and below £80,000;
* limiting the maximum pay increase for those earning £80,000 or more to £1,600;

This seems to limit the capability of NHS Scotland boards in fully meeting the pay review body recommendation if it is greater than 2%. However, it should be noted that the second point refers to the pay bill, not salary levels leaving the possibility for high earner increases to be limited.

However, the budget still needs to be passed by the Scottish Parliament and the draft budget will be amended as the Scottish Government requires support from another party to be able to pass the bill. This is likely to be the Green party and they signalled they would talk with unions about the draft budget and the pay policy.

**Pay claim**

The SoR has submitted evidence to the pay review body stressing the increases in productivity already achieved as all departments require efficiency savings. A subsequent article on the website explains [What happens next with our members' pay claim?](https://www.sor.org/news/what-happens-next-our-members-pay-claim) This recognises the situation of the pay policy in Scotland. However, the budget still needs to be passed by the Scottish Parliament

**Grievances and cases**

There is mostly no progress to report since the last meeting in part due to cancelled meetings in the run up to Christmas. However, just before Christmas there was movement on the on-call agreement in Ayrshire and Arran as they belatedly sent SoR draft letters for staff, though the timetable was unacceptable, the agreement has now been implemented. However, the change in salary will not be processed for 2 months. I have drafted a letter for members in Ayrshire and Arran to further inform them of the process and clarify issues as well as allowing for the collation of concerns. There will be meetings in January to ensure that the board correctly implements the pay protection and deals with other outstanding issues.