

10 Reasons Why the SoR is advising members to vote for the 2018 NHS Pay Offer

Consultation of members working in the NHS in England begins on 4th May and runs until 3rd June. The result will be known on 8th June, when all unions simultaneously announce the results of their consultation. This document sets out why we believe members in England should vote yes to the offer and why members in Wales and Northern Ireland should vote yes to the offer if it is to be applied there. Members in Scotland will be consulted separately once an offer has been made for members working there and the views of members who are students are also being sought.

BACKGROUND

The offer has 3 main elements to it.

1. The creation of a completely new pay structure with higher pay points in each band, with fewer pay points in all bands and quicker progression to the top of pay bands 2-7. Members can see how this applies for each band by using the information on www.nhspay.org
2. For those not already at the top of their band substantial increases ranging from 9% to 29% as they transit from the existing pay scales to the new ones over the next three years.
3. For those already at the top of their band, who therefore have no transition payments, a 3% increase backdated to 1/4/18, a 1.7% increase and a 1.1% non-consolidated amount from 1/4/ 2019 and. 1.7% increase from 1/4/2020.

Why you should vote yes.

There are 10 reasons why the SoR is urging all members to vote yes. Your elected UK Council fully supports a yes vote and delegates voted at the recent ADC for the SoR to campaign for a yes vote among members. It is important members at the top of their band recognise that in any three year period those still progressing through the pay points of their band would see a higher increase in income than those already at the top and this important principle is reflected in this offer.

The 10 Reasons

1. The offer achieves our long held objective of reducing the time it takes for members to reach the top of their band. For most bands this has been achieved

with the time taken to reach the top reduced to 3, 4 or 5 years rather than the existing 7 or 8 years.

2. The above has been achieved while at the same time increasing significantly the amount of each pay point.

3. During the transition period members not on the top of their band will receive increases of between 9% and 29%. Members can see their own individual journey plan by visiting www.nhspay.org

4. All members, including those at the top of their band will see their income increase by more than the rate of inflation during the three years of the deal as predicted by the Office for Budget Responsibility in their Economic and Fiscal Outlook of March 2018. They predict prices will grow by 6.1% over the period covered by the offer (averaging 2.4% this year, 1.8% in 2019 and 1.9% in 2020).

5. For those members who would have been due one or more increment under the old system this offer delivers a significantly better increase than the old incremental progression plus inflation would. Please see www.sor.org for precise details of how this applies to you.

6. For those at the top of their band the 3% increase due this year is higher than increases received by people working in other public services. For example local government employers have agreed a 2% increase, firefighters 1%, civil servants an average of 1.5%, police officers a 1% increase plus a 1% non-consolidated bonus and prison officers 1.7%. MPs awarded themselves a 1.8% increase.

7. The 3% increase for those at the top of their band is also the highest increase for NHS employees since 2005 which was the final part of the phased introduction of Agenda for Change.

8. This offer also delivers far higher income growth for members than the previous Government policy, which started in 2010 and was still in place in the autumn of last year, of limiting increases to a maximum of 1% until 2020.

9. The offer increases the starting pay for a newly qualified radiographer by nearly £3000 and sees them progress much more quickly than under the existing pay scales. We believe this is a big step in the right direction towards addressing recruitment and retention problems in our profession.

10. This offer has been achieved without any detrimental changes to terms and conditions. Employers had wanted to reduce payments for out of hours work and to reduce annual leave but these changes were resisted by your union and do not feature as part of this offer.

For these reasons the SoR UK Council is unanimously urging you to vote yes in the forthcoming consultation and delegates at the recent Annual Delegates Conference overwhelmingly voted to support a yes vote.