

NHS Scotland – Pay Offer 23/24

In fulfilment of commitments given during the negotiations for the 22/23 pay deal, the Scottish Government commenced negotiations for 23/24 pay in January 2023.

Your National Officer was a member of the STAC staff side pay negotiation team which then met with the Scottish Government and the employers' representatives to hammer out a final pay offer for the period from April 1st 2023 to 31st March 2024.

The Scottish Government issued this final offer on the 17th of February. The offer commits to provide an additional £568 million for AfC pay for the pay year 23/24, with staff (up to and including Band 8a) receiving at least a 6.5% consolidated pay rise and with all staff receiving an additional one-off, pro rata, non-consolidated payment of between £387 and £939.

The offer also commits the Scottish Government to a review of significant elements of the AfC, including job profiles and career progression; pay band differentials and incremental steps; and rates of pay, allowances and unsocial hours payments.

The Society of Radiographers have considered the offer and your Representatives have unanimously agreed to recommend acceptance of the offer.

This decision was endorsed by SoR's UK Council on Friday the 24th of February.

You are now asked to carefully consider the offer against all available information contained within this briefing.

Thereafter you will receive a link which will take you to SoR's consultative survey.

The survey will run from the 27th of February to the 17th of March.

The Pay Offer: An Assessment

As a collective, staff side negotiators felt that the Scottish Government negotiated in good faith and were open, honest and willing to address staff side negotiator concerns relating to recruitment and retention and appropriate reward.

This is a one-year offer that takes us to 31st March 2024 – giving a one year period in which to address the priority issues for AfC review. If this offer was to be accepted we know that there will be an intense period of activity to follow in order to address those areas of the AfC that are of such concern to us.

For example, we have long been aware of problems with the AfC pay structure, with differentials between pay bands and also between incremental steps acting as disincentives to progression and ambition, and ultimately demoralising staff. This offer gives us the opportunity to address and to remedy those problems.

We also know that Radiography national job profiles were last reviewed in 2006. A review of current job profiles for Diagnostic and Therapeutic Radiographers is therefore long overdue – and this offer provides us with the opportunity to ensure job profiles reflect the current radiography landscape.

In relation to the pay uplift on offer, we know that it does not go as far as we wanted, but we have had to balance what was on offer for this one financial year, against what we know about projections for inflation and the general health of the economy. Yes, all negotiators would have preferred that all elements of pay were *consolidated* – but we accept that there is no more money to be found this year to do this.

We are also disappointed for our members in Band 8b and above. Salary for those members remains a priority for future pay negotiations – not least because we recognise that a squeeze on pay uplifts for those in Bands 8b and above, not only hurts the band incumbents but ultimately damages the integrity of the entire pay structure. We also recognise that the length of time it takes for someone on point 1 of the pay scales for Bands 8a-d and Band 9, to get to point 2, is entirely unreasonable and this requires to be addressed.

Looking externally, to our sister Trade Unions – we know that many have already strongly urged their members to accept the deal.

Looking externally to the UK, we know that our offer far exceeds offers made to AfC workers elsewhere.

We are asking you to carefully consider the 23/24 Pay Offer. As an aid to decision-making, we thought it might be useful to ask yourself the following:

- **Do I accept that this offer represents the best that negotiation can deliver?**
- **Am I prepared to accept the average uplift of 8.12% (6.5% consolidated and 1.62% non-consolidated pro rata lump sum) that this offer would provide?**
- **Does this offer provide me with reassurance that existing structural problems inherent in the AfC will be addressed?**
- **If I am not prepared to accept the offer, what would the alternative be? What might I be prepared to do to secure an improved offer?**

The Offer and FAQs:

The pay table:

Annex – 2023-24 Pay Offer – Pay Scale

Band		2022/23	2023/24 Offer	% Increase to 2022/23 Salary	Consolidated increase over 2 years		One-off Payment
1	1	£21,692	£23,240	7.14%	£3,753	19.26%	£387
2	1	£21,814	£23,362	7.10%	£3,753	19.14%	£387
	2	£23,820	£25,368	6.50%	£3,753	17.37%	£387
3	1	£23,914	£25,468	6.50%	£3,759	17.32%	£389
	2	£25,808	£27,486	6.50%	£3,883	16.45%	£420
4	1	£25,914	£27,598	6.50%	£3,889	16.40%	£421
	2	£28,187	£30,019	6.50%	£4,037	15.54%	£458
5	1	£28,384	£30,229	6.50%	£4,125	15.80%	£461
	2	£30,329	£32,300	6.50%	£4,251	15.16%	£493
	3	£35,365	£37,664	6.50%	£4,749	14.43%	£575
6	1	£35,522	£37,831	6.50%	£4,759	14.39%	£577
	2	£37,087	£39,498	6.50%	£4,861	14.03%	£603
	3	£43,286	£46,100	6.50%	£5,364	13.17%	£703
7	1	£43,422	£46,244	6.50%	£5,372	13.14%	£706
	2	£45,080	£48,010	6.50%	£5,480	12.89%	£733
	3	£50,506	£53,789	6.50%	£5,943	12.42%	£821
8a	1	£53,513	£56,992	6.50%	£6,027	11.83%	£870
	2	£57,767	£61,522	6.50%	£6,506	11.83%	£939
8b	1	£63,530	£67,285	5.91%	£5,960	9.72%	£939
	2	£68,223	£71,978	5.50%	£5,960	9.03%	£939
8c	1	£75,711	£79,466	4.96%	£5,960	8.11%	£939
	2	£81,426	£85,181	4.61%	£5,960	7.52%	£939
8d	1	£90,590	£94,345	4.15%	£5,960	6.74%	£939
	2	£94,629	£98,384	3.97%	£5,960	6.45%	£939
9	1	£107,840	£111,595	3.48%	£5,960	5.64%	£939
	2	£112,673	£116,428	3.33%	£5,960	5.40%	£939

What is the Offer and what would it mean for me?

The SG has increased the pay bill by £568 million. This Offer is slightly tapered but does provide for at least a 6.5% uplift for all staff up to and including Band 8a. Allowances and RRP's which increase in line with pay uplifts will also be uprated by 6.5%. The offer then provides for a pro rata one-off additional payment of between £387 and £939. This payment is non-consolidated – that means you receive this sum this year only.

How has the additional non-consolidated payment been calculated?

The additional one-off payment for 23/24 will be worked out as the equivalent to three calendar months' value of the difference between the 2022/23 and the 2023/24 pay rates calculated on a pro rata employee's basic rate of pay and will be paid on a pro rata basis. Please note that this is calculated on the basic rate – and does not include any pay protection.

What does consolidated/non-consolidated mean?

A consolidated payment is a sum which increases your overall salary or scale point value. A non-consolidated payment tends to be a one-off payment that does not increase your overall salary or scale point value.

What job profiles are being reviewed?

There was agreement for 22/23 that nursing profiles would be reviewed – which is why the Heads of Agreement document refers to the nursing profiles. SoR made it clear last year that there were

problems with Radiography job profiles and that we would be seeking a review of our job profiles as part of any deal going forward. This current offer builds on that 22/23 agreement – we have secured the job profile review that we sought.

Yet again we face a situation where those in higher Bands will receive lower percentage pay awards. When will our union do something about this?

We agree the practice of tapering % pay awards has to stop. We need highly paid staff across all Bands and a pay structure that is fit for purpose. The tapering practice has led to the erosion of pay differentials – to the point where there is little to no financial incentive to pursue promotion and this, in turn, has a seriously negative impact on recruitment and retention. We agreed last year that this would be another priority issue for us to address and we acknowledge that this offer makes some progress – but clearly does not go as far as we wanted. The proposed AfC review will address problems with pay differentials and incremental steps – but we will continue to push for appropriate recognition of our senior NHS leaders. We need to grow wages at the top if we are to create room for expansion of all other pay Bands.

When – and how – will they reduce the working week to 36 hours?

Reduction to a 36-hour working week is the aim and was agreed as part of the 22/23 deal – and this will be progressed as a matter of priority this year. Of course, if it had to be implemented before sufficient staff were recruited, it would mean that there was additional working time that fell to be treated as overtime.

Who are our professional comparators? Who are our wages bench-marked against?

Generally, pay is benchmarked against other graduate and post-graduate professionals – with post-graduates expected to earn more than graduates.

When will I receive my pay uplift and the additional lump sum payment?

We would anticipate that if a majority of health trade unions are instructed by their members to accept the offer and we get that mandate to the Scottish Government by the 21st of March, then the SG would implement it in time for your April pay.

I am angry and feel that this fresh offer is not enough. Would industrial action deliver more money?

Your National Officer was a member of the STAC Staff side negotiating team. She advises that negotiations were intense and that staff side accept that the Scottish Government negotiated in good faith. It is therefore the informed belief of your National Officer, the Scottish Representatives' Forum and of Scottish and also UK Council that this offer represents the best that can be achieved via negotiation and in the current circumstances.

For the avoidance of doubt: SoR Position on the Pay Offer

Your Scottish Reps met on the 20th of February to consider the Offer.

After feeding back results of their own member soundings and following very full discussion, your Reps decided to issue a consultative survey with a recommendation to accept the offer.

NEXT STEPS:

You will shortly receive a link (via email) which will take you to a consultative survey. You can also [access the survey here.](#)

This survey will ask you one question.

We need to know whether you wish to accept or to reject the offer.

This survey will run from the 27th of February to the 17th of March.

You are **strongly** urged to check your membership data to ensure that we have the correct contact.

You are very strongly urged to complete and return your survey.

Please note, you can contact your local Rep or your National Officer (Yvonne Stewart who can be Contacted via yvonne@sor.org) should you require any further information regarding any of the above.