**NHS Scotland Pay 21/22: The Pay Offer**

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| **As you will be aware, the Scottish Government made their final pay offer to Agenda for Change employees on the 24th March.****The SG made this Offer having chosen not to participate in the UK Pay Review Body process. They advise that they are underwriting the offer from their current funds.****Pay talks were intense and Staff Side consider that this is the best Offer that they could achieve via negotiation - which is why all Health unions will now be consulting with their members.** |

**How does this offer compare to SoR’s UK pay position?**

SoR’s national pay position was for a £2000 flat rate rise for all AfC staff OR a 3.5% uplift.

The offer exceeds the percentage uplift SoR was asking for, for Bands 1 to 7 – though obviously offers Bands 8A-8C less than this (2%).

Bands 8D to 9 are ‘caught’ by the Scottish Public Pay Sector Policy which means their uplift is capped at £800.

**SoR Position on the Pay Offer**

**For the avoidance of doubt, your Scottish Reps met on the 31st of March to consider the Offer. After full and frank discussion, they decided to make no recommendation to you as to whether you should accept or reject the offer. This position is endorsed by the SoR Scottish Council.**

In taking this decision, those who contributed to the debate recognised that the Offer represented an acceptable percentage uplift for those in Bands 1-7 – one that exceeded SoR’s own UK-wide pay position. However they also felt that the offer to Bands 8 – 9 failed to recognise and appropriately value the work undertaken by colleagues in these pay bands and were very clear that colleagues in these Bands deserved more than the 0.75% to 2% they were being offered.

**It is therefore for you, as a SoR member to decide whether or not to accept the Offer.**

Acceptance of the Offer would allow your National Officer to revert to STAC Staff Side to intimate a SoR mandate for acceptance.

Obviously, a majority vote to reject would require a willingness on the SoR membership’s part to take industrial action.

**SoR Consultation**

The SoR consultation will be open from the 16th April to the 7th May 2021. Members will receive a *digital link* which will take them to a binary choice question:

**Do you wish to accept the Scottish Government’s AfC Pay Offer 21/22:**

**Yes or No.**

It is *very* important that Members ensure that all personal contact details on the SoR membership database are up to date.

**What am I being offered?**

The Offer is for a one year deal (1st April 2021 – 31st March 2022). However union negotiation secured backdating of this deal to the 1st December 2020.

This means that – if accepted – you would receive the uplift for your Band, backdated to the 1st December 2020.

It is important to remember: you have already received a 1% uplift ‘payment on account’. This means that backdated payments for the period from 1st Dec 2020 to possible implementation of the Offer will be for the % uplift that remains to be paid after accounting for the 1% already received.

The Offer provides for the following:

* Bands 1-4: a flat uplift of £1,009
* Bands 5-7: a 4% uplift
* Bands 8a to 8c: a 2% uplift
* Bands 8d to 9: a flat uplift of £800

In addition, any supplements and RRP’s which increase in line with pay uplifts will be uprated as appropriate.

**These uplifts would translate into the following 2021-22 pay points – which would be backdated to the 1st December – under deduction of the 1% payment on account you have already received.**

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| **BAND** | **POINT** | **20/21 RATES** | **21/22 RATES** | **% UPLIFT** | **£ THIS REPRESENTS** |
| Band 1 | 1 | **£18,478** | **£19,487** | **5.46%** | **£1009** |
| Band 2 | 1 | **£18,600**  | **£19609** | **5.42%** | **£1009** |
|  | 2 | **£20606** | **£21615** | **4.9%** | **£1009** |
| Band 3 | 1 | **£20700** | **£21709** | **4.87%** | **£1009** |
|  | 2 | **£22594** | **£23603** | **4.47%** | **£1009** |
| Band 4 | 1 | **£22700** | **£23709** | **4.44%** | **£1009** |
|  | 2 | **£24973** | **£25982** | **4.04%** | **£1009** |
| Band 5 | 1 | **£25100** | **£26104** | **4%** | **£1004** |
|  | 2 | **£26970** | **£28049** | **4%** | **£1079** |
|  | 3 | **£31649** | **£32915** | **4%** | **£1266** |
| Band 6  | 1 | **£31800** | **£33072** | **4%** | **£1272** |
|  | 2 | **£33305** | **£34637** | **4%** | **£1332** |
|  | 3 | **£39169** | **£40736** | **4%** | **£1567** |
| Band 7 | 1 | **£39300** | **£40872** | **4%** | **£1572** |
|  | 2 | **£40894** | **£42530** | **4%** | **£1636** |
|  | 3 | **£46006** | **£47846** | **4%** | **£1840** |
| Band 8A | 1 | **£49480** | **£50470** | **2%** | **£990** |
|  | 2 | **£53414** | **£54482** | **2%** | **£1068** |
| Band 8B | 1 | **£59539** | **£60730** | **2%** | **£1191** |
|  | 2 | **£64095** | **£65377** | **2%** | **£1282** |
| Band 8C | 1  | **£71365** | **£72792** | **2%** | **£1427** |
|  | 2 | **£76914** | **£78452** | **2%** | **£1538** |
| Band 8D | 1 | **£85811** | **£86611** | **0.93%** | **£800** |
|  | 2 | **£89732** | **£90532** | **0.89%** | **£800** |
| Band 9 | 1 | **£102558** | **£103358** | **0.78%** | **£800** |
|  | 2 | **£107250** | **£108050** | **0.75%** | **£800** |

**Barnett Consequentials**

There is one additional element to the Offer – one that your union negotiators insisted upon and which *may* result in additional monies flowing to you.

The Offer provides for the following:

**The Scottish Government will revisit the agreed pay settlement following the outcome of the Pay Review Body’s recommendation on Agenda for Change pay in England for 2021/22, with an intention of allocating NHS Scotland Agenda for Change Pay any additional new Barnett consequentials that result from a funded increase for the Agenda for Change pay uplift in England in the Department for Health and Social Care’s budget beyond the UK Government’s proposals.**

The Scottish Government intend to fund the offer from their own budget. They advised that they have not assumed receipt of any additional consequentials to fund their Offer. Your negotiators wanted to ensure that there was discussion regarding disbursement of any *new* consequentials that result from a funded increase to AfC pay in England.

This clause means that there is the *possibility* that any additional monies that flow to Scotland as a result of ‘a funded increase for the AfC pay uplift in England’ will be redirected into AfC pay in Scotland.

We need to be clear: there is no guarantee that a) there will be any additional ‘Barnett’ money or that b) discussions would result in further uplifts to AfC pay in Scotland – but this clause does provide the opportunity for that to happen.

**What does it mean for me?**

If agreed and implemented, this deal means a minimum flat rate uplift of £1009/year for those on Bands 1-4 and a minimum 4% uplift for those on Bands 5-7.

Those on Bands 8A through to 8C would receive a 2% uplift, with those on Bands 8D and 9 receiving an £800/annum rise.

All supplements and RRPs will be uprated in line with the appropriate uplift (*though we are looking at making this a flat rate 4% - seeking clarification from the Gov)*.

1. For those currently on **organisational change pay protection**, their protected earnings level should increase by the appropriate pay uplift percentage for their place on the scale.

However, the situation for those with ‘Mark time’ pay protection differs – in that the rise will not apply to the ‘mark time element’, only to the underlying substantive wage.

1. The last deal provided for quicker progression through the pay points with the removal of certain spinal points attached to the individual Bands. STAC Staff Side are currently clarifying with the SG whether the points will be removed on the 1st April 2021 (as agreed at the time of the last deal) OR whether the backdating of this Offer to the 1st December 2020 will impact on that. We will let you know as soon as possible.

**Next Steps: What happens next?**

1. SoR will begin to send out consultation links to members from the 16th of April 2021. It is therefore very important that you ensure that your personal contact details are up to date. If you have not received a link by the 19th April, you should the Industrial Relation department (tuir@sor.org).
2. Once you have the link to SoR’s consultation, you should follow the instructions and place your response.
3. The consultation result will be released to members as soon as possible following the close of the survey.

**Thereafter:**

1. Should the response be to accept the Offer your National Officer will attend the STAC Staff Side meeting which is planned for the 12th of May and will intimate SoR’s mandate to accept.
2. Should the response be to reject the Offer, this will be intimated to Staff Side and further meetings will take place internally to consider options – up to and including the possibility of an industrial action ballot.

**Please note: you can contact your local Rep or your National Officer (Yvonne Stewart –** **yvonnes@sor.org****) should you require any further information regarding any of the above.**