

## Q&As

Q1. What happens to existing incremental dates?

A. There is no change to your incremental date. The amounts shown in the pay calculator are the salary rates a person will reach on their incremental date in each year.

Q2. The new arrangements mean that incremental progression will no longer be on an annual basis. Surely this means we lose out overall?

A. No. The new scales have been set at levels much higher than the existing ones so at all times members will be on a higher salary than had they stayed on the existing pay scales. Although progression to the next pay point will be extended to two years, progress to the top will still be much quicker as there are fewer pay points meaning members will be earning significantly higher amounts not just during the transition phase but also once on the new pay scales.

Q3. Some pay points appear in two pay bands. Where this is the case why are there different increases applied to the same pay point?

A. The offer removes any overlap between pay bands to ensure members receive a higher increase on promotion. However, under the existing arrangements members on the same pay point but in different bands would receive different increases in any 3 year period because those in the higher band would also receive increments. The offer therefore does not introduce this concept which has in fact been in place since AfC was introduced.

Q4. Why are those at the top of their band being penalised?

A. This is not the case. The offer creates higher pay rates for all and new pay scales that see quicker progression to the top of the band, a long held objective of the SoR. Those with incremental progression still to go under the existing arrangements would see their income grow more quickly than those already at the top of their band and this principle is no different with this offer. Those at the top are receiving increases higher than inflation, better than any NHS increase for 14 years and higher than in any other public service including for firefighters and police officers.

Q5. How and when will the non-consolidated payment in 2019 be paid?

A. It will be paid as a lump sum in April 2019 to everyone who had reached the top of their band by 31/3/19.

Q5. The supplement with Synergy News includes a table that shows the top of the new bands are lower than the existing pay points at the top of some bands under the current arrangements.

A. The table in the supplement shows the transition payments as people progress from the old pay scales to the new. These are not the new scales. These can be found by using the information available on [www.nhspay.org](http://www.nhspay.org) and using the "Pay Deal by Band" section of that website.

Q6. What other changes are there to our terms and conditions?

A. There are no changes to your terms and conditions. The employers had wanted to remove a days annual leave but this was prevented by the SoR and sister unions, as were earlier attempts to alter out of hours payments. The offer comes with no strings attached.

Q7. Are all unions recommending acceptance of the offer?

A. There are 14 unions with members covered by this offer. 13, including the SoR, are recommending members vote to accept the offer.

Q8. Where can I find out more information on this offer?

A. Regular updates are posted on the Society's website [www.sor.org](http://www.sor.org). A detailed supplement was issue with the April Synergy News. More detailed information including a pay calculator allowing every member to see how they benefit over the next three years and details of the new pay structure for each band can be found at [www.nhspay.org](http://www.nhspay.org)

Q9. Why is this only happening in England?

A. NHS pay is an issue that has been devolved to the administrations/ Governments in the four countries. We therefore need to respect the fact that there will be separate discussions in each country. The SoR will be participating fully in these discussions with the aim of securing early agreement that similar or identical arrangements are introduced throughout the UK as soon as possible.

Q10. How can I have my say?

A. A consultation exercise will begin on 4<sup>th</sup> May and run throughout May. We will announce the outcome of the consultation on 8<sup>th</sup> June. Members will receive details of how to participate nearer the time. All members are encouraged to participate.