

# PUT NHS PAY RIGHT

**It's time for a proper pay rise. A pay rise that not only beats inflation, but one that makes good on the decade of pay cuts we suffered.**



NHS staff are facing the largest cost of living crisis for a generation. Experts predict that overall costs to households will go up by at least £1,200 in 2022. We think a pay rise is only a real rise if it goes up by more than living costs – a pay rise below inflation is a pay cut. NHS pay has lost value compared to pay rates in 2010, once you take inflation into account. We think this year's pay rise should include something to make a start on restoring that value.

Headline pay awards are important but other issues matter too. Over the last months we have heard from lots of members telling us that a range of other earnings issues are affecting them – and their income – just as much.

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**On top of a proper pay rise, we've come up with five improvements to NHS pay that we think could have the biggest positive impact on NHS staff if done right.**



### End poverty pay

It's time to end structural poverty pay in the NHS. The NHS currently pays less than the Real Living Wage, the rate which someone needs to earn to stay out of relative poverty. We want to build in guarantees that in the future the lowest paid in the NHS get more than the Real Living Wage.



### Grade us right for the job we do

It's time we're paid right for the work we do. Too many NHS staff work hard every day but get paid on a lower band than they should be on. We think the government should fund a systematic programme of job description review and rebanding, so we can support NHS staff across the country to get their job evaluated fairly and receive the right pay.



### Pay the hours we work

NHS staff are entitled to overtime, paid at 1.5 times normal rates, for additional hours they do in their normal role. But many employers ignore the huge amount of additional time and effort staff put in. And sometimes they pressurise staff into signing bank contracts when the additional work they are doing is in their usual role. We think it's time staff get paid right for all the hours they work. Regardless of the role or the workplace, all staff should have additional hours recognised and be paid the right rate for them.



### Fix unfinished business in the pay structure

Promotion should come with a decent increase in pay but that is not always the case. In particular, we think the pay on promotion between Band 2 and 3 and Band 5 and 6 is too small. It's time to fix the unfinished business in the pay structure.



### Invest in our futures

Too often NHS apprentices are short changed. Employers take short cuts and apprentices are left on lower pay than if their current role had been properly graded. We think it's time for apprentices to get the right pay and have their roles fairly graded and rewarded according to what they do, in line with other NHS staff.

## What we're doing about it

We're stronger when we stand together.

Some of these issues, like annual increases to pay, can only be addressed by the government. That's why our campaign calls for the Secretary of State for Health and Social Care to commit to putting NHS pay right. With your help, our collective voice is even louder.

Some of these issues can be addressed by your employer. By standing together where you work we can build the case to get your additional hours recognised and paid, to get jobs graded properly, and ensure everyone is paid correctly for the work they do.

So if you're not yet in UNISON – join us. And get active – together we will work together to make NHS pay better.

[www.unison.org.uk/NHSpay](http://www.unison.org.uk/NHSpay)

Not in UNISON?  
Join today at [joinunison.org](http://joinunison.org)  
or call **0800 171 2193**

