

Shona Robison MSP  
Cabinet Secretary for Health and Sport,  
The Scottish Government,  
St Andrew's House,  
Regent Road,  
Edinburgh,  
EH1 3DG



UNISON House  
14 West Campbell Street,  
Glasgow  
G2 6RX

Tel: 0141 342 2899

18 April 2018,

Dear Ms Robison,

**Re: NHS Pay 2018-19**

Our members and activists are fully aware that during local discussions at a variety of NHS Annual Reviews you gave a commitment that you would not wait the outcome of the Pay Review Body and that you would increase pay on 1 April. Mid way through April, that commitment has not been met and our pay claim, submitted in Oct 2017, remains outstanding.

In response, to this unacceptable delay, Tom Waterson, Chair of Scottish Health Committee used our UK Health conference yesterday to advise our members of the detail contained in the recently tabled 'Pay Remit paper, which seeks to deal with issue of NHS Pay in Scotland in the context of the 2018 pay increase; Scottish public sector pay policy and NHS refresh (England) proposals.

The purpose of this letter is to formally confirm that the terms of the Pay Remit are acceptable to UNISON and to call upon you to immediately instruct NHS Boards to pay all NHS workers who earn under £80,000 a 3% uplift which would be consistent with your government's pay policy and the commitment to no detriment for Scottish NHS workers compared to the NHS England proposal.

Any further delay in implementing the 3% is unacceptable and UNISON is prepared to seek approval for Industrial Action from the national union if the Government continues to delay meeting the expectations of our members.

Yours sincerely,

Matt McLaughlin  
**Head of Health**  
**UNISON Scotland**