

Have your say on NHS PAY in Scotland

Questions and answers

Why am I being asked to vote?

You are being asked to vote on whether or not you accept the pay offer for NHS staff on Agenda For Change Bands.

How will this deal affect me?

What is the pay offer:

- 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

This means the majority of NHS workers would receive a pay rise of at least 4%. Pay would be backdated to December 2020. You can see how this deal affects your pay band in the table below. [Further information is available UNISON-Scotland.org](https://www.unison-scotland.org).

Band	Points	Scottish 2020/21 Rates	Proposed 2021/22 Rates	% this represents	€ this represents
Band 1	1	£18,478	£19,487	6.48%	£1,009
Band 2	1	£18,600	£19,609	6.42%	£1,009
	2	£20,606	£21,615	4.90%	£1,009
Band 3	1	£20,700	£21,709	4.87%	£1,009
	2	£22,594	£23,603	4.47%	£1,009
Band 4	1	£22,700	£23,709	4.44%	£1,009
	2	£24,973	£25,982	4.04%	£1,009
Band 5	1	£28,100	£28,104	4.00%	£1,004
	2	£26,970	£28,049	4.00%	£1,079
	3	£31,649	£32,915	4.00%	£1,266
Band 6	1	£31,800	£33,072	4.00%	£1,272
	2	£33,306	£34,637	4.00%	£1,332
	3	£38,169	£40,736	4.00%	£1,667
Band 7	1	£38,300	£40,872	4.00%	£1,672
	2	£40,894	£42,630	4.00%	£1,636
	3	£46,006	£47,846	4.00%	£1,840
Band 8A	1	£49,480	£50,470	2.00%	£990
	2	£53,414	£54,482	2.00%	£1,068
Band 8B	1	£59,539	£60,730	2.00%	£1,191
	2	£64,096	£65,377	2.00%	£1,282
Band 8C	1	£71,366	£72,792	2.00%	£1,427
	2	£76,914	£78,452	2.00%	£1,538
Band 8D	1	£85,811	£86,611	0.93%	£800
	2	£89,732	£90,532	0.89%	£800
Band 9	1	£102,558	£103,358	0.78%	£800
	2	£107,260	£108,060	0.75%	£800

Our pay rise was due from 1 April. Will it be backdated?

Yes. If the pay offer is accepted it will be backdated to December 2020.

How did this pay offer come about?

On the eve of our industrial action ballot last December the government announced a £500 payment for health and social care workers. UNISON then focused on bringing the government and employers back to the table to win a serious and substantial pay rise NHS staff on Agenda For Change Bands.

Following UNISON's campaigning the government agreed that there would not wait for the PRB to report and to start negotiations and that the deal would be backdated to December. Negotiations include all health trade unions and this offer reflects the differing priorities of those groups. Other unions would not support UNISON's ask for a flat rate pay rise.

UNISON believes that this is the best offer that can be achieved through negotiation

Should I accept this offer?

UNISON is recommending acceptance of this offer because:

- This offer is substantially higher than public sector pay deals achieved recently
- There can be no more negotiations until a new government is in place after the election in May.
- The new government will not be facing the pressure of an upcoming election
- **Sustained and substantial industrial action would be required to bring the new government back to the table after the election.**

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Can I vote to reject this offer?

Yes. It is up to UNISON's members to decide if they want to accept the pay offer. UNISON believes there will be no better offer without substantial and sustained industrial action.

I work for a contractor within the NHS. Will the deal apply to me?

Yes, the Scottish Government has confirmed that the agreement, if accepted, will extend to all contractor staff currently covered by the two tier workforce agreement.

How do I vote?

This is an online consultative ballot. The best and easiest way to vote is via your digital ballot paper that you will receive via email. Alternatively, you will be able to vote securely online using a link on our campaign page

Will I get a ballot paper?

No, this is an online ballot. You will receive your ballot via email.

Who is being balloted?

All members working in the NHS are eligible to vote. If you have any doubts contact your branch steward. Retired members and student members are not included in the ballot.

I haven't received a email ballot, what should I do?

Check your spam/junk folder and as this can sometimes happen. If you don't get an email, those eligible can still vote via a link on the [UNISON website](#). You will need your membership number.

How long will the ballot run for?

The ballot opens on 15 April and closes at midday on 7 May. Please ensure you vote.

I'm not a member yet, can I vote in the ballot?

You can vote in this ballot if you join UNISON before the 24 April 2021.

Who do I contact if I have any further questions?

Please contact:

- Your local branch you can find [details here](#)
- Phone UNISON direct: 0800 0 857 857
- Email: nhspay21@unison.co.uk
- Go to: UNISON-Scotland.org
- Or speak to your local steward

In the end make sure you vote, UNISON members decide, have your say on NHS pay in Scotland

Find out more detailed information about the proposals and how they might affect you at www.unison-scotland.org

Not in UNISON? Join today:
at joinunison.org, call 0800 171 2193 or ask your UNISON rep for an application form.