

Reject this rotten offer

Our strikes have forced the government to start to talk about our pay claim for 2014/15 and 2015/16. But they have refused to make any change to what they imposed on us from April 2014. With the NHS in the public eye, and so much media coverage about its destruction by the Tories, now is a good time for us to continue our fight—and to win. There can't be a decent NHS without properly paid health workers.

The current offer is a PAY CUT for nearly all health workers. About 60% of health workers got no pay rise at all in 2014/15. Now the offer for some is just 1% - but not until April 2015. With inflation at least 1.5% in the last year, it means yet another year when our pay falls in reality.

When is a pay rise a pay cut?

When it's what this government offers because:

- There is no offer for this year, 2014/15.
- 1% was our pay claim from April 2014—which even then was below inflation.
- Delaying a pay offer until April 2015 means the basis for calculating the 1% extra remains the 2013/14 pay points.
- £200 is worth only £197 compared with a year ago. It's just 10p an hour.
- We would need to have a pay increase of the 2014/15 claim (1% consolidated for all) PLUS at least 1.5% just to keep pace with inflation.
- It doesn't start to make up for the 10% or more that we've lost under this government.

- People who were on the top of their band in April 2014 would get NOTHING extra. The 1% they got last year would be removed (*it was non-consolidated—just a one-off payment, and didn't count for unsocial hours or overtime payments or pension contributions*) and then given back from April 2015. They were promised 2% from April 2015—that's been cut to 1%.
- Their take-home pay would be less, because they'd be paying pension contributions.
- The government have said that the offer is still the same overall amount for our pay in total. So the tiny bit extra they've offered for the very lowest paid has been stolen from all other health workers.

We must keep up the fight

- for a decent pay rise

- to protect our terms and conditions

Reject the offer, and strike on 13 March

What does the offer mean for YOU?

If you were on the top of your band in April 2014, you got 1% rise—unconsolidated. Everyone else got nothing from April 2014. (*The government claimed that others got increments, so didn't need a pay rise. But increments are NOT pay rises. They are recognition of increase in skills and knowledge each year. The top of a band is the actual 'rate for the job'.*)

There is no change to that position. The offer means no further pay rise for anyone this financial year, 2014/15.

From April 2015, the offer is 1% consolidated on pay points up to point 42 (top of Band 8b), plus £200 for pay points 3-8 (8 is the top of Band 2). Point 1 would be deleted, and people on points 1 and 2 would get an increase to £15,100. There would be an increment freeze for people above Band 7/Point 34, and no rise at all for points 43 upwards (which means those at the top of their band get a further pay cut—the 1% they had is taken away).

Even if you are not so bothered about what senior managers get paid, the increment freeze is an attack on Agenda for Change conditions. It may be 'them' this time, but it could be 'us' next time.

Band	Point	Pay in 2014/15	Offer April 2015	Worth at 2014 prices*
1 / 2	2	14,653	15,100	14,877
1 / 2	3	15,163	15,363	15,136
2	4	15,432	15,786	15,553
2 / 3	6	16,271	16,634	16,388
2 / 3	8	17,599	17,799	17,536
3 / 4	11	18,838	19,026	18,745
3 / 4	12	19,461	19,461	19,173
4 / 5	16	21,478	21,693	21,372
4 / 5	17	22,236	22,236	21,908
5 / 6	21	25,783	26,041	25,656
5 / 6	23	28,180	28,180	27,764
6 / 7	26	30,764	31,072	30,612
6 / 7	29	34,875	34,875	34,360
7 / 8a	33	39,239	39,631	39,046
7 / 8a	34 ¹	40,964	40,964	40,358
8a/8b	37	45,707	46,164	45,482
8b/8c	42	57,069	57,069	56,226
8c	43 ²	59,016	59,016	58,144
8c/8d	46	68,483	67,805	66,803
9	54	99,438	98,453	96,998

*This is what the offer is worth as a result of price rises since April 2014. We would need to get the claim (1%) plus inflation (1.5%) just to maintain our pay from 2013/14.

¹Increment freeze above this point.

²No pay rise from this point upwards.

Pay standstill Pay cut Pay cut in real terms

What are you worth?

If you're a long serving support worker, clerical worker, nursing assistant, porter, cook on the top of Band 2—this is what the government thinks you're worth. Just 10p extra.



The lowest low paid workers

Don't be fooled by media headlines (or union websites) which say there's a '5.6% pay rise for health workers'. In **real terms** it's only 4.1%. And it only applies to people on the very bottom point of Band 1 / 2—people who have started to work in the NHS in the last year. The abysmally low bottom point would be deleted—and about time too—to create a starting point of £15,100.

Other Points

The government has tied the offer to other changes they are trying to make to our terms and conditions.

●**Redundancy pay:** At a time when many of us are facing job cuts, they want to cut back on redundancy payments. Negotiations have been going on for a while—but union members haven't even seen any proposals, let alone had the chance to comment on them. We don't want to sell our jobs, but redundancy pay is crucial for anyone who is forced to leave the NHS.

●**Reform:** The offer also "asks the Trade Unions to commit to talks on further reforming Agenda for Change." We know what their 'reform' will mean—just like 'public service reforms', 'welfare reforms' it would mean cutting our hard fought-for rights like **unsocial hours enhancements**.