NHS pay has been cut by 12%-15% since 2010

ENOUGH IS ENOUGH

1.3 million people work in the NHS. Every single day nearly 1 million people use it.

NHS workers are working harder than ever before, dealing with more patients, delivering more babies, cleaning more hospital wards, performing more operations and earning less – up to 15 per cent less!

The government’s constant attack has driven Unite members working in the NHS to take industrial action over pay for the first time in over 20 years.

www.unitetheunion.org/nhspay

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1. **NHS workers are on inflated wages and gold-plated pensions:** FALSE

- Wages have fallen by between 12%-15% in real terms since 2010
- One third of NHS workers earn less than £21,000 a year
- 40,000 earn less than the ‘living wage’
- Average basic salary for NHS staff in England is around £26,000 a year. To earn that NHS workers are trained to degree level and beyond

2. **The NHS cannot afford the promised 1 per cent to all staff without risking frontline staff:** FALSE

Last June Chancellor George Osborne said NHS pay would be capped at 1% for the next two years. Not great – but shows the Treasury had budgeted for a cost of living increase for ALL staff. The NHS Pay Review Body (PRB) then followed with its recommendation that all NHS staff should get a 1 per cent consolidated pay rise.

In March, the government refused to implement it, denying over 60% of NHS staff a cost of living pay increase this year. It’s the first time a government has vetoed a PRB recommendation, putting the future of the independent PRB in doubt.

3. **ALL NHS staff are getting a pay rise through pay increments:** FALSE

Agenda for Change (AfC) pay increments are not a pay rise.

Incremental pay systems like AfC provide a rate for the job. Staff work their way up the pay scale as they learn in the job, progressively moving closer to the rate for the job. Long term, incremental systems are cost neutral as more experienced people leave and new starters join at the pay band bottom. These are a feature in both private and public sector pay systems.

4. **Health unions have refused to negotiate with the government over its pay proposals:** FALSE

The unions have offered to negotiate and the government’s response was to impose limits on what could be negotiated – making negotiations meaningless.

5. **Agenda for change is not fit for purpose:** FALSE

AfC was implemented in 2004 after 5 years of talks between the unions and the health department (DH) to create an equal pay and equalities-proofed pay, grading and personal development system for 1.3m employees. This was unique and has delivered fair pay and career development opportunities which remain fit for purpose and serve the NHS well.

**Get involved:**

- Show your support for our NHS and its staff by backing Unite’s NHS pay campaign at unitetheunion.org/nhspay
- Speak to your local MP – ask them to sign Unite’s NHS postcard pay pledge
- Show your support on Twitter using the hashtag #nhspay and tagging @UniteinHealth

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