

PAY 2024 – 25 TALKING POINTS

Why is UNISON recommending accept

The decision to recommend that members accept the offer was made by our Scottish Health Committee – that is a committee of shop stewards or lay reps from every health board in Scotland. They have considered the offer and recognised that:

- 1) It was consistent with the claim (5.5% is above the current rate of inflation of 2.2% CPI)
- 2) This offer was a significant increase from the initial 2.5% and revised 4.2% offers that were made during the negotiations.

The committee also felt that the majority of members would be prepared to accept this offer, which meant that pursuing a strike to achieve more was unlikely.

Why the delay

UNISON has pressed on pay from day 1 when the claim was submitted. Because we negotiate direct with government that was made more complex this year due to the resignation of Micheal Matheson MSP (Cab Sec for Health) and the Humza Youseff MSP (FM) – the UK Gvt then threw a Westminster election into the mix and governments attention was elsewhere.

That is why in May UNISON launched a letter writing campaign with 15,000 letters sent to MSP's demanding that pay talks start. Within weeks of that campaign starting we had a July meeting date.

It isn't an excuse and it isn't good enough and UNISON has not missed an opportunity to challenge on the delay.

UNISON will ensure that in responding to this claim the STAC joint union letter includes a demand that pay talks start in a timely fashion in future years.

Why is this years offer not weighted towards low pay?

UNISON has and will always be a champion for low paid workers. It was UNISON who fought to end the low pay scandal of Band 1 ; who fought and won the HSCW band 2-3 upgrading and who has fought to see pay directed towards low pay in previous year.

Did you know that if this offer is accepted – band 2 staff will have seen their wages increase by almost 24% in 3 years. Over the same period – we have struck deals that will see over 43,000 (wte) workers in Scotland go over the STUC low pay threshold of £15 per hour.

Universal Credit and back pay

UNISON has raised string concerns that by making his offer so late, if accepted, some members might see their benefits reduced under the Universal Benefits system.

UNISON has asked that staff who are adversely affected by this should be able to get their back pay in instalments – ensuring that they stay under any personal financial thresholds that affect their benefits. **THIS IS NOT YET AGREED** but we are working on it – hard.

Higher tax in Scotland

It is correct that some workers across Scotland pay higher levels of taxation. It is UNISON policy that as a society we should pay higher levels of tax in order to fund public services. Arguably in Scotland we have better public services this includes for example free transport for young people, improved benefits system, higher wages for health workers – we also don't have student fees and our nursing students still receive bursaries.

Of course we can and will continue to argue that the Government should use other levers and tax raising options to raise funds for public services.

I've attached some more detailed reading for branches and activists in the issue of the Scottish Parliament and Tax raising powers

<https://www.stuc.org.uk/resources/scottish-tax-options.pdf>

Other sectors have higher offers

The public sector pay landscape in Scotland is complex with a mixture of direct negotiations and pay review boards. Each 'bargaining unit' has its own processes and procedures. In the NHS we negotiate directly with Scottish Government Ministers.

When will we get the money

If the offer is accepted by NHS workers – through the national negotiating machinery by 24th September, the employers have confirmed that the uplift payment can be made in the Oct pay run. Scottish Government have also confirmed that providing the offer is accepted by 9am on 24 Sept, the NHS in Scotland will ensure that the back pay element is in the **November** salary run.

Ballot Timetable

The ballot is an online ballot and only members who have up to date email addresses will receive it.

The ballot opens on 27 August with members receiving an email with the ballot link – check your spam if you have not received it.

The ballot closes on 20 September at midday.

The offer needs to be accepted no later than 9am on 24 Sept for NHS employers to make the respective Oct (uplift) Nov (back pay) pay runs

If I join today can I get a vote – or – my details need updated can I do that and get a vote

Normally new members and or members who needed to update their details would be able to do this (join or update) and get a vote – but because we are working to a tight deadline for the payroll and the way in which our national system updates data we are unable to guarantee that members in these categories will be issued a ballot. That is why its important to keep your details up to date all year round.

PAY JOURNEY SINCE 2021/22 – SC GVT FIGS NOT FOR PUBLICATION

Total Increase Since 2021-22

Band	Pts	2021/22 Rates	2022/23 Settlement	Increase to 21/22 salary £	Increase to 21/22 salary %	2023/24 Settlement	Consolidated increase to 22/23 salary £	Consolidated Increase to 22/23 salary %	Additional non-con payment (equiv to 3 months worth of increase)	2024/25 Offer	Increase to 23/24 salary £	Increase to 23/24 salary %	Total Consolidated Increase since 2021-22 £	Total Consolidated Increase since 2021-22 %
		Average - 4%	Average - 7.5%		Average - 6.5% + Non-Con Addition				5.5%					
Band 1	1	£19,487	£21,692	£2,205	11.31%	£23,240	£1,548	7.14%	£387	£24,518	£1,278	5.50%	£5,031	25.81%
Band 2	1	£19,609	£21,814	£2,205	11.24%	£23,362	£1,548	7.10%	£387	£24,647	£1,285	5.50%	£5,038	25.69%
	2	£21,615	£23,820	£2,205	10.20%	£25,368	£1,548	6.50%	£387	£26,763	£1,395	5.50%	£5,148	23.82%
Band 3	1	£21,709	£23,914	£2,205	10.16%	£25,468	£1,554	6.50%	£389	£26,869	£1,401	5.50%	£5,160	23.77%
	2	£23,603	£25,808	£2,205	9.34%	£27,486	£1,678	6.50%	£420	£28,998	£1,512	5.50%	£5,395	22.86%
Band 4	1	£23,709	£25,914	£2,205	9.30%	£27,598	£1,684	6.50%	£421	£29,116	£1,518	5.50%	£5,407	22.81%
	2	£25,982	£28,187	£2,205	8.49%	£30,019	£1,832	6.50%	£458	£31,670	£1,651	5.50%	£5,688	21.89%
Band 5	1	£26,104	£28,384	£2,280	8.73%	£30,229	£1,845	6.50%	£461	£31,892	£1,663	5.50%	£5,788	22.17%
	2	£28,049	£30,329	£2,280	8.13%	£32,300	£1,971	6.50%	£493	£34,077	£1,777	5.50%	£6,028	21.49%
	3	£32,915	£35,365	£2,450	7.44%	£37,664	£2,299	6.50%	£575	£39,735	£2,071	5.50%	£6,820	20.72%
Band 6	1	£33,072	£35,522	£2,450	7.41%	£37,831	£2,309	6.50%	£577	£39,912	£2,081	5.50%	£6,840	20.68%
	2	£34,637	£37,087	£2,450	7.07%	£39,498	£2,411	6.50%	£603	£41,670	£2,172	5.50%	£7,033	20.31%
	3	£40,736	£43,286	£2,550	6.26%	£46,100	£2,814	6.50%	£703	£48,635	£2,535	5.50%	£7,899	19.39%
Band 7	1	£40,872	£43,422	£2,550	6.24%	£46,244	£2,822	6.50%	£706	£48,788	£2,544	5.50%	£7,916	19.37%
	2	£42,530	£45,080	£2,550	6.00%	£48,010	£2,930	6.50%	£733	£50,651	£2,641	5.50%	£8,121	19.10%
	3	£47,846	£50,506	£2,660	5.56%	£53,789	£3,283	6.50%	£821	£56,747	£2,958	5.50%	£8,901	18.60%
Band 8A	1	£50,965	£53,513	£2,549	5.00%	£56,992	£3,478	6.50%	£870	£60,126	£3,134	5.50%	£9,161	17.98%
	2	£55,016	£57,767	£2,751	5.00%	£61,522	£3,755	6.50%	£939	£64,906	£3,384	5.50%	£9,890	17.98%
Band 8B	1	£61,325	£63,530	£2,205	3.60%	£67,285	£3,755	5.91%	£939	£70,966	£3,701	5.50%	£9,661	15.75%
	2	£66,018	£68,223	£2,205	3.34%	£71,978	£3,755	5.50%	£939	£75,937	£3,959	5.50%	£9,919	15.02%
Band 8C	1	£73,506	£75,711	£2,205	3.00%	£79,466	£3,755	4.96%	£939	£83,837	£4,371	5.50%	£10,331	14.05%
	2	£79,221	£81,426	£2,205	2.78%	£85,181	£3,755	4.61%	£939	£89,866	£4,685	5.50%	£10,645	13.44%
Band 8D	1	£88,385	£90,590	£2,205	2.49%	£94,345	£3,755	4.15%	£939	£99,534	£5,189	5.50%	£11,149	12.61%
	2	£92,424	£94,629	£2,205	2.39%	£98,384	£3,755	3.97%	£939	£103,795	£5,411	5.50%	£11,371	12.30%
Band 9	1	£105,635	£107,840	£2,205	2.09%	£111,595	£3,755	3.48%	£939	£117,732	£6,137	5.50%	£12,097	11.45%
	2	£110,468	£112,673	£2,205	2.00%	£116,428	£3,755	3.33%	£939	£122,831	£6,404	5.50%	£12,364	11.19%