



# Work in the NATIONAL HEALTH SERVICE

MAY 2014/05

## GOVERNMENT ATTACK HARD WORKING NHS STAFF & SAYS NO TO A RECOMMENDED PAY AWARD

### JOIN THE FIGHTBACK GMB UNION CAMPAIGNING FOR A FAIR DAY'S PAY FOR A FAIR DAY'S WORK IN THE NHS

The recent announcement by Government to further attack NHS staff pay terms and conditions is the final straw – join the thousands of NHS staff fighting back.

### GMB SAY NO TO ATTACKS TO THE NATIONAL NHS AGENDA FOR CHANGE AGREEMENT

#### NHS PAY FACTS

1. The NHS pay review body determines your pay in the NHS. The pay review body is independent and takes evidence from NHS employers, government dept's & trade unions. Once evidence is taken the NHS pay review body makes a pay recommendation for NHS staff.
2. The process is that the pay review body sets out its recommendations and the Minister responds. In the recent case it was Jeremy Hunt who responded. Normally the Minister accepts the recommendations set out by the pay review body.
3. In March 2014 the NHS pay review body recommended a 1% increase to all pay points for all NHS staff. Jeremy Hunt said 'NO' – GMB is of the view that this is an insult to all the hard working NHS staff.
4. The GMB union has opposed all pay restraint in the Public Sector. The current pay restraint of 1%, despite being a low pay award was expected by the NHS but Mr Hunt said no!
5. The Secretary of State for Health Jeremy Hunt has taken an axe to the national Agenda for Change agreement and has decided to unfairly treat NHS staff.

**GMB UNION AND OTHERS ARE FIGHTING BACK WE DEMAND FAIR PAY IN THE NHS AND WE WILL BALLOT MEMBERS AND CONSIDER INDUSTRIAL ACTION TO FIGHT TO SAVE THE NHS NATIONAL AGREEMENT – JOIN THE FIGHTBACK**

### GMB NEXT STEPS

1. GMB has launched a national campaign to save the national NHS Agenda for Change pay agreement.
2. GMB is organising days of protest, workplace campaigns and a ballot to let members decide the next steps.
3. GMB informal ballot is now open; we need you to have your say and shape the next steps in how we can save the national agreement.
4. GMB is organising activity for the protest day on 5/6/14 alongside other health unions and details of the protest day will be issued shortly.
5. A series of further protest days will be arranged over the coming weeks.
6. Your local GMB NHS reps are arranging workplace meetings to discuss the attack on your pay & conditions.
7. The GMB ask you to say NO to attacks on the national agreement and ask you to REJECT all attacks on NHS pay.

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)



## ALL NHS WORKERS CAN GET INVOLVED

Joining the GMB is easy, quick and fast. You or your colleagues can join via one of the following methods:

1. Online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)
2. Complete the GMB application form and post to Freepost RSTX-CZTR-LCJL, GMB NHS Sector, 22-24 Worple Road, London SW19 4DD
3. Ring 020 8971 4268 and ask for the GMB NHS Sector.
4. Email [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk) asking for a membership form.
5. Ask the GMB to visit your workplace and work colleagues. email [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk) and arrangements can be made to have a face to face meeting.

## LET'S STICK TOGETHER AND RETAIN OUR HARD FOUGHT TERMS AND CONDITIONS

Ensure your membership details are correct by registering with GMB online: <https://www.gmb.org.uk/login>

### Why Join GMB?

GMB is Britain's fastest growing trade union. GMB is a campaigning trade union; its job is to get the best deal for GMB members at work and is committed to building a strong organisation in every GMB workplace, and so help make every workplace safer. Whoever you are, wherever you work, joining GMB is the right decision.

### GMB Membership Subscriptions:

**1<sup>st</sup> October 2013 rates for GMB membership will be as follows.**

Full time- Grade 1 = £2.75 per week  
(£11.92 per month)

Part time - Grade 2 = £1.60 per week  
(£6.94 per month)

## NHS PAY OFFER EXPLAINED

The Government has rejected the NHS pay review body's recommendations and instead have set out the following approach to NHS pay:

1. The Govt is going to freeze the top of NHS pay bands to April 2013 pay rates.
2. All staff on top of their pay band will receive a 1% non-consolidated pay rise 2014/15 & 2015/16.
3. Non-consolidated means the 1% is not wrapped up or included on any of your allowances such as overtime rates, unsociable hours allowance or your pension.
4. The non-consolidated 1% is calculated on your basic/flat salary.
5. NHS staffs still progressing across their pay bands & subject to satisfactory performance and criteria should receive their incremental progression as set out in the Agenda for Change agreement.
6. The government are looking to implement a non-consolidated pay award for 2014/15 & 2015/16. In short your pay rates are frozen as of 2013 pay rates. The 1% over the next two years is not consolidated. This is a direct attack on how NHS pay has been awarded over the years.

The government have clearly attacked your pay & conditions and have failed to set out any direction as to what will happen to NHS pay in 2016. Your national Agenda for Change agreement has been attacked and the GMB will not sit back and allow this. The GMB have consistently fought to retain a national agreement. GMB members were right to reject changes to the national agreement in 2013. We need to organise a fight back and we need every GMB member to have their say and build GMB strength in every workplace. NHS staff work tirelessly and this direct attack is unacceptable.



Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)



**WHERE DO I SEND MY COMPLETED FORM?**

Just fill in parts 1, 2 and 3 or 4 below and post it to:

Freepost RSTX-CZTR-LCJL  
 GMB NHS Sector  
 22-24 Worples Road  
 London SW19 4DD

Or hand the form below to your local GMB representative



**FOR UNION USE ONLY** Section    Branch No         Membership No            Date of joining

**PLEASE USE BLOCK CAPITALS WHEN COMPLETING FORM**

<b>1</b>		<b>TELL US ABOUT YOU</b>																									
Surname			First Name				Title Mrs/Miss/Ms/Mr			Date of Birth																	
Home Address			Home Tel			I agree to abide by GMB Rules Signature			National Insurance Number																		
			Mobile																								
			Date																								
Postcode																											
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members										Email																	
Bangladeshi			Black African			Black Caribbean			Black British			Chinese															
Indian			Irish			Pakistani			White			Other															
<b>2</b>		<b>TELL US ABOUT YOUR JOB</b>																									
NHS Employer Name			Your job																								
Work Address			Postcode			How many hours a week do you work?																					
			Pay No																								
			Work Tel																								
			Pay Date																								
<b>3</b>		<b>CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY</b>																									
Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended  I authorise my employer to deduct from my pay each week/month the sum of  £ <input type="text"/>  or other amounts as may be fixed by the GMB from time to time							<ul style="list-style-type: none"> <li>Please start the deductions immediately and pay the amounts to the GMB</li> <li>I note that this agreement may be cancelled by one month's notice in writing</li> <li>I give permission to my employer to notify the GMB of any future change of address</li> </ul> Signed: <input type="text"/>  Date: <input type="text"/>							<b>Cash</b> <input type="text"/>													
<b>4</b>		<b>OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT</b>																									
Please fill in the form and send to: Freepost RSTX-CZTR-LCJL, GMB, 22-24 Worples Road, London SW19 4DD										Originator's Identification Number																	
Name and full postal address of your Bank or Building Society branch										9			7			4			3			3			0		
To the Manager of					Bank/Building Society					For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below																	
Address					Postcode																						
Name(s) of account holder(s)										<b>Instructions to your Bank or Building Society</b> Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society																	
Bank/Building Society Account Number										Signature(s)																	
										Date																	
Bank/Building Society Sort Code										Reference number (office use only)																	

Bank or Building Societies may not accept Direct Debit instructions for some types of accounts