



NHS

GMB recommends that members reject the NHS Pay Offer

On Tuesday 20 March, GMB held a pay conference which involved senior lay activists from GMB Regions.

The conference heard a report from Kevin Brandstatter, GMB National Officer for the NHS, describing the pay negotiations which had been underway with the NHS employers for a number of months.

The meeting considered the report, and agreed to recommend to members that the NHS Pay offer be rejected.

The reasons for the rejections are:

- With over half of NHS employees, already being on the top of the pay scale, an offer of 6.5% over three years amounts to a pay cap, with inflation estimated by Government to be 9.6% over that period. Inflation is currently running at 3.6% (RPI), and an award of 3% is a cut in living standards. In year two, the increase is only 1.7% and in year three only 1.67%. There will be a 1.1% non consolidated cash payment in year two, but for most staff in bands 1 to 3 it will amount to less than £250 (before tax and NI).
- Currently this offer only applies to direct NHS employees. A growing number of NHS Trusts have set up wholly owned, but essentially private companies, and transferred large number of NHS employees into these companies. Primarily these wholly owned subsidiaries have been set up to avoid the payment of VAT, which is a scandal in itself, but as employees of limited companies rather than of NHS Trusts, these staff are no longer classed as NHS employees, and may not get the benefit of the NHS Pay Agreement. Many of the staff concerned are in bands 1 to 3, the lowest paid in the NHS.

GMB PUBLIC SERVICES SECTION

GMB...
... is a campaigning trade union. Our job is to get the best deal for members at work. We're committed to building a stronger & safer organisation in every GMB workplace.

FOR 8 YEARS NHS WORKERS HAVE FACED THE BIGGEST PAY PINCH IN LIVING MEMORY. THIS NEW PAY OFFER IS ANOTHER PAY CUT IN REAL TERMS. IF IT'S THE BEST OFFER THEN IT'S

A NO FROM US

HAVE YOUR SAY ON NHS PAY
JOIN GMB UNION TODAY
WWW.GMB.ORG.UK/JOIN

GMB 

UNIONLINE is GMB's own firm of lawyers that provide GMB's Legal Service in cases of personal injury and employment law to GMB members



“LET’S STICK TOGETHER AND RETAIN OUR HARD FOUGHT TERMS AND CONDITIONS”

- The system of automatic annual pay progressions will disappear. While there will be fewer points for most bands, staff will have to **ASK** to progress, and staff will have to demonstrate that they are worthy to progress to the next point by proving that they have received the appropriate level of training, have not had disciplinary sanctions, or questions about competence or performance. Many staff may have to stay on each point for two or three years. GMB representatives in the NHS believe that employers and managers will use this tool to stop staff progressing simply to save money, especially as many NHS Trusts have significant deficits.
- New Ambulance staff will be on different (and worse) terms and conditions of employment than current Ambulance staff in respect of unsocial hours payments, payment of unsocial hours during sick pay, and from September 2018, unsocial hours payments will no longer be paid during sick absence to ANY NHS employee. Rates of unsocial hours payment will be cut over the three year period for bands 1-3.

On Wednesday 21 March, The NHS Staff Council met and unions, with the exception of GMB have agreed to recommend the NHS Pay deal.

GMB – the Union for NHS Staff, will undertake a ballot of members from the middle of April to 6th June.

GMB is organising meetings in your workplace. If you would like a meeting please email nhs@gmb.org.uk please note every GMB member will get a vote. If you are not a member and want to vote join the GMB today.

Further information will follow shortly...



Join GMB today

Joining GMB is easy, quick and fast. You or your colleagues can join online at: www.gmb.org.uk/join

Or, you can complete the enclosed GMB application form (No stamp required) and simply post to:

FREEPOST GMB

Any questions?

Ring 020 7391 6700 and ask for the GMB Public Services Section or email:

info@gmb.org.uk

GMB – EXPERTS IN THE WORLD OF WORK

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now. GMB membership covers you wherever you work. Only GMB members get GMB help.

IF YOU WORK YOU NEED GMB@WORK

GMB

GMB@WORK

Join now at www.gmb.org.uk/join or fill in the form below

Then hand the form to your local GMB representative – or fold and seal it and put it in the post (you do not need a stamp) – or simply write FREEPOST GMB on an envelope and post it – you don't need a stamp or any other address details. If you have any questions contact GMB: email info@gmb.org.uk or visit our website www.gmb.org.uk

FOR GMB USE ONLY

Section

Branch number

Membership number

Date of joining

GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname First name Title Mrs/Miss/Ms/Mr Date of birth

Home address Home phone number Mobile number

Postcode Email

We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members
Bangladeshi / Black African / Black Caribbean / Black British / Chinese / Indian / Irish / Pakistani / White / Other:

Tick here if you do not wish to contribute to the GMB collective affiliation to the Labour Party

National Insurance number I agree to abide by GMB rules Signed Date

2 TELL US ABOUT YOUR JOB

Employer Your job

Address where you work How many hours a week do you work? Pay number

Postcode I give my employer permission to notify GMB of any future change of address Pay date

I authorise my employer to pass my bank details on to GMB to activate my union membership – Signed

3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT

If you are paid monthly 1st day of the month* 8th day of the month* 16th day of the month* 23rd day of the month* Last day of the month* * or next working day

OR if you are paid 4 weekly 1st Friday 2nd Friday 3rd Friday 4th Friday

4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form below and send to: GMB, 22 Stephenson Way, LONDON NW1 2HD

Service User Number 9 7 4 3 3 0

Name and full postal address of your Bank or Building Society branch

To the Manager of Bank/Building Society

Address

Postcode

Instructions to your Bank or Building Society: 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.

Signature(s) Date

Name(s) of account holder(s)

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.

Bank/Building Society account number

Bank/Building Society Sort Code

Banks or Building Societies may not accept Direct Debit instructions for some types of account

Reference number (GMB use only)