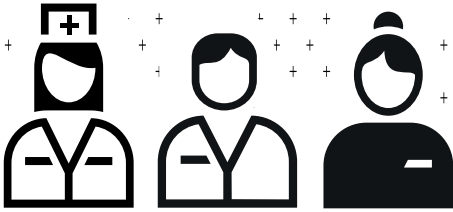




**MARCH 2019**



**NHS**

## **NHS PAY AWARD & AGENDA FOR CHANGE CONTRACT REFORMS 2018-21 UPDATE**

Year 2 of the NHS 3 year pay award becomes effective on the 1st April 2019.

GMB members voted overwhelmingly to reject the pay deal, but as the only NHS trade union to reject the deal, it was imposed on our members. **#ItsANoFromUs**

Over the past year, the GMB has participated in NHS Staff Council working groups to negotiate the best deal possible for our members on the different parts of the pay award. Please see below a brief update and links to where you can find more detailed information and resources online.

### **Year 2 Pay**

Year 2 of the pay award starts on the 1st April 2019.

Staff at the top of their pay band are due to receive a 1.7% annual basic pay increase. Staff at the top of their pay band on 31st March 2019 will also receive a one-off 1.1% non-consolidated lump sum payment in April 2019.

For staff not at the top of their pay band, the amount of pay increase will differ dependent upon where you currently sit within your pay band. The simplest way for you to see your individual pay increase is to use the NHS Employers Pay Journey Tool at

<https://www.nhsemployers.org/paytool>

You will need to know what pay spine point you were on at 31st March 2018 which you can find at

<https://www.nhsemployers.org/case-studies-and-resources/2019/03/spine-points-at-31-march-2018>

If you were employed after 1st April 2018 you do not need to know your pay spine point information.

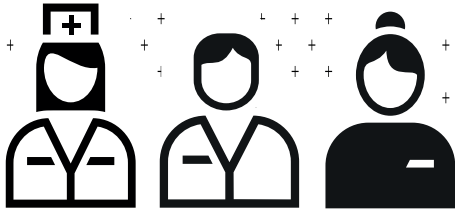
More detailed information which explains all scenarios of the complex pay award for year 2 has been produced by the NHS Staff Council and can be viewed at

<https://www.nhsemployers.org/case-studies-and-resources/2019/03/changes-at-a-glance-from-1-april-2019>

### **Pay Progression**

The Framework Agreement for the Reform of Agenda for Change introduced a new system for pay progression which becomes effective on the 1st April 2019 for all new starters and those promoted to new roles after this date.

**JOIN ONLINE: [WWW.GMB.ORG.UK/JOIN](http://WWW.GMB.ORG.UK/JOIN)**



For staff in employment before this date, current organisational pay progression procedures will continue to apply until 31st March 2021, after which time they will then also be subject to the new pay progression procedures.

A series of materials and guidance have been produced which can be accessed at <https://www.nhsemployers.org/your-workforce/2018-contract-refresh/pay-progression/guidance-for-staff>

GMB has been a part of the NHS Staff Council working group on pay progression to ensure our members concerns were represented. Your GMB Reps have also been issued with a toolkit to enable them to develop and agree local pay progression policies in your workplace and support you through your pay journey.

If you have any concerns regarding your pay progression or appraisal please speak direct to your local GMB Representative.

### **Closure of Band 1 (England Only)**

The Agenda for Change reforms included the closure of Band 1 to all new starters with effect from 1st December 2018. Staff who were already employed in Band 1 before this date can choose to stay in Band 1 or be supported in transferring into Band 2. All Band 1 staff will receive the 1.1% non-consolidated lump sum payment due in April 2019. This has a value of £194 and will be paid in April 2019.

GMB were involved in the NHS Staff Council working group set up to agree how staff would be supported whether they chose to stay in Band 1 or transfer into Band 2.

Band 1 staff who have notified their employer of their wish to transfer into Band 2 will do so as of 1st April 2019 and this date will become their new pay step date. Band 1 staff who choose to transfer to Band 2 after this date, will do so on a date agreed between themselves and their employer during their annual appraisal.

Staff should be given all available information about the impact of transferring to Band 2 so they are able to make a fully informed decision. It is for staff to decide whether they stay in Band 1 or transfer to Band 2. Please contact your local GMB Representative if you need support with this.

More detailed information can be accessed at <https://www.nhsemployers.org/case-studies-and-resources/2018/12/nhs-staff-council-agreement-on-a-national-process-for-the-transfer-of-band-1-staff-to-band-2>

**JOIN ONLINE: [WWW.GMB.ORG.UK/JOIN](http://WWW.GMB.ORG.UK/JOIN)**



## **Enhanced Shared Parental Leave & Child Bereavement Leave**

The Framework Agreement on the reform of Agenda for Change committed to new provisions being added to the NHS Terms and Conditions Handbook that would give staff access to consistent child bereavement leave and an extension to statutory enhanced shared parental leave.

GMB have been involved in the NHS Staff Council working group to agree both. The enhanced shared parental leave now mirrors maternity leave provisions and the child bereavement leave is an improvement on the new statutory legislation that is due to become effective next year. Guidance on the new provisions is currently being drafted and will be available shortly on the NHS Employers website and circulated to your GMB Representatives.

## **Buying & Selling Annual Leave**

The Agenda for Change reforms also provided that a national framework for buying and selling annual leave would be established.

GMB are involved in this work which is still ongoing.

If locally you currently benefit from a good policy for the buying and selling of annual leave, we would like to see it. **Please email it to:- [NHS@gmb.org.uk](mailto:NHS@gmb.org.uk)**

## **Apprenticeship Pay**

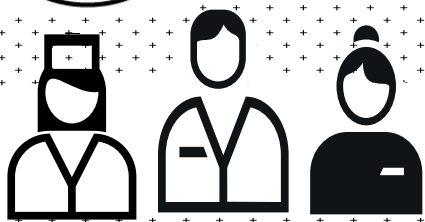
A new provision detailing pay for apprentices will be negotiated by the NHS Staff Council as a matter of priority, and added to the NHS Terms and Conditions of Service Handbook.

Unfortunately, employers and staff side trade unions have been unable to reach agreement on this to date. We want to ensure that the NHS offers fair pay for apprentices which enables them to become a competitive apprenticeship employer. We also need to protect the pay of existing staff who wish to develop in their career via an apprenticeship. The work continues.

## **Access to Annual Leave & Time off in Lieu (TOIL)**

The Agenda for Change reforms also provided that employing organisations will work in partnership with trade unions to introduce local mechanisms to guarantee access to annual leave and TOIL provisions set out in the NHS Terms and Conditions of Service Handbook. The work is due to start on this later in 2019 and GMB will ensure our members have a voice by being a part of the negotiations.

**JOIN ONLINE: [WWW.GMB.ORG.UK/JOIN](http://WWW.GMB.ORG.UK/JOIN)**



## Bank & Agency Workers

The reforms also provided that the NHS Staff Council will explore what scope there is for a collective framework agreement on bank and agency working, including the opportunity to provide cost-effective incentives to encourage staff to offer their own time to internal banks to increase capacity. Again, the work is due to start later in 2019 and GMB will be present in negotiations.

### What's Next for the GMB Pay Campaign?

Unfortunately, as the only NHS trade union rejecting the pay offer, our members had the 3 year pay deal imposed upon them. The GMB have remained active within the NHS Staff Council working groups to implement the deal, to ensure GMB members voices and concerns were heard and to ensure we got the best deal possible for our members.

Your GMB National NHS and Ambulance Committees committed to continuing the campaign for fairer pay in the NHS. Consideration was given to all of the responses we received into our GMB NHS Pay Campaign Survey and we have agreed 5 key issues we are campaigning on for our members working in the NHS. These are:

1. More **FUNDING** for NHS Pay and Services
2. Let's get serious about **STAFFING LEVELS**
3. Support for the GMB's **IN HARM'S WAY** Report to protect our emergency service and NHS workers
4. Change the **CULTURE** within the NHS to address Bullying, Staff Morale and Mental Health
5. Challenging **PRIVATISATION** and Outsourcing

Campaigning has already started on the above **#GMB5KeyAsksNHS**

Keep an eye out for more details coming soon and speak to your local GMB Representative about how you can get involved!

Not a GMB Member? Join today at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

Want to be a GMB Rep in your Workplace? **Email:-** [NHS@gmb.org.uk](mailto:NHS@gmb.org.uk)

**Facebook:-** GMB Union Public Sector Workers


**Twitter:-** @GMBNHS

**JOIN ONLINE: [WWW.GMB.ORG.UK/JOIN](http://WWW.GMB.ORG.UK/JOIN)**

# Join now for protection, support and advice.

Hand this form to your local GMB representative, or post it by simply writing 'Freepost GMB' on an envelope. You don't need a stamp or any other address details. Questions? Email us at [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website: [www.gmb.org.uk](http://www.gmb.org.uk) where you can also join instantly.


**PLEASE USE BLOCK CAPITALS**

SIGN WHERE YOU SEE THE s

**TELL US ABOUT YOU.** This will help us do the best possible job for you.


Forename <input type="text"/>	Home address <input type="text"/>	Work address <input type="text"/>
Surname <input type="text"/>	Postcode <input type="text"/>	Postcode <input type="text"/>
Title Ms Miss Mrs Mr Mx	Date of Birth <input type="text"/> <input type="text"/> <input type="text"/>	
Home phone number <input type="text"/>	Email address <input type="text"/>	Job title <input type="text"/>
Mobile number <input type="text"/>	Employer <input type="text"/>	Hours a week <input type="text"/>

**THE IMPORTANT BITS.** Please authorise the Direct Debit.



**Instruction to your Bank or Building Society to pay by Direct Debit**

Please fill in the form and send back to 'FREEPOST GMB'



**Name & full postal address of Bank/Building Society**

To the Manager of  Bank/Building Society

Address:

Postcode:

**Name(s) of account holder(s)**

**Account number**

**Sort code**


**Service User Number**

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**Reference (FOR GMB USE ONLY)**

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**Instruction 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 & if so, details will be passed electronically to my Bank/Building Society.

**Signature(s)**  

**Date**

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

**PAYMENT DATE.** Please select a payment date.

*This is not part of the instruction to your bank or building society.*

If you are paid monthly  1st\*  8th\*  16th\*  23rd\*  Last day of the month\* OR if you are paid 4 weekly  1st Friday  2nd Friday  3rd Friday  4th Friday  
\* or next working day

**STAYING IN TOUCH.** We want to make it as easy as possible to talk to each other.

GMB contacts members by email, phone and SMS about issues related to membership, membership services and campaigns.

Tick if you DO NOT wish to be contacted by:  Email  Phone  SMS

GMB has a political fund to pay for political campaigning, which you can opt-in to for **1p a week**. In the past, the fund has helped win rights such as the minimum wage and maternity leave. There will be no detriment to you if you do not opt-in.

Do you want to opt-in to the political fund?  YES  NO

**AND JOIN.** I agree to abide by GMB rules.

Signed  

Date

**Welcome to the GMB Union family!**

To read the GMB rulebook please visit [www.gmb.org.uk/rules](http://www.gmb.org.uk/rules) For our privacy policy go to [www.gmb.org.uk/your-privacy](http://www.gmb.org.uk/your-privacy)

You can change your contact preferences at any time by logging into your MyGMB area at [www.gmb.org.uk/mygmb](http://www.gmb.org.uk/mygmb)

**FOR GMB USE ONLY**

Section  Branch number  Membership number  Join date