



NHS PAY SURVEY

2021 Claim



gmb.org.uk/nhsTCsurvey



GMB: NHS PAY JUSTICE SURVEY

GMB and other recognised health unions are still waiting for a response from Government regarding our joint campaign for a 'significant and early pay increase' for NHS staff. There has not yet been any commitment from Government to enter pay negotiations with unions and there has also not yet been any formal remit given to the NHS Pay Review Body to make recommendations on NHS Pay for April 2021.

In this interim period, GMB is continuing to consult our members regarding their experiences of pay and terms working within the NHS. All evidence gathered will be used in a GMB submission to the Pay Review Body.

GMB's 1-year pay claim will consist of:

- 15% increase, or £2 per hour, whichever is the greatest.
- Unsocial hours enhancements to be payable on sick leave for all staff.
- A commitment that pay will never fall below a Real Living Wage again.

This survey will not be consulting you on the above pay claim key points as these have already been agreed by your National NHS & Ambulance Committees after consideration of the results of two all member consultation surveys.

The purpose of this survey is to assist in the collection of data regarding other elements of your working terms and conditions.

Please do take a few minutes to complete this survey and ensure you have your say on your pay.

Not a GMB member? Join today!

gmb.org.uk/nhs-join



ABOUT YOU

- 1. Name
- 2. Membership Number (if known)
- 3. Region

Birmingham & West Midlands	<input type="checkbox"/>
London	<input type="checkbox"/>
Midlands & East Coast	<input type="checkbox"/>
North West & Irish	<input type="checkbox"/>
Northern	<input type="checkbox"/>
Scotland	<input type="checkbox"/>
Southern	<input type="checkbox"/>
Wales & South West	<input type="checkbox"/>
Yorkshire & North Derbyshire	<input type="checkbox"/>
Don't Know	<input type="checkbox"/>

- 4. Who do you work for? (tick one)

Ambulance Service	<input type="checkbox"/>
NHS Trust	<input type="checkbox"/>

- 5. Employer
- 6. Workplace
- 7. Job Title
- 8. Email Address
- 9. Mobile Number

PAY

- 10. What pay band are you on?

1	2	3	4	5	6	7	8	a	b	c	d	9
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	/	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- 11. Are you at the top of your pay band?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Don't Know	<input type="checkbox"/>
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- 12. If you were on Band 1 on 1st April 2018, have you been given the opportunity and support to transfer to Band 2?

No, I want to stay on Band 1	<input type="checkbox"/>
No, I want to transfer to Band 2	<input type="checkbox"/>
Yes, I chose to stay on Band 1	<input type="checkbox"/>
Yes, I transferred to Band 2	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>

HOURS

- 13. Do you regularly work additional hours above your contract?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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- 14. If Yes, what do you get paid for those hours?

Overtime Rate	<input type="checkbox"/>
Normal Rate	<input type="checkbox"/>
Bank Rate	<input type="checkbox"/>



Unpaid	<input type="checkbox"/>
Don't work overtime	<input type="checkbox"/>



15. If you regularly work unpaid overtime, how many hours unpaid overtime do you work in a typical week?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Don't Know	<input type="checkbox"/>
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UNSOCIAL HOURS

16. Do you receive Unsocial Hours Payments when you are on sick leave?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Don't Know	<input type="checkbox"/>
Not Applicable	<input type="checkbox"/>				

17. If no, how much per week do you lose when you are sick?

18. Ambulance Only - Have you decided not to pursue a promotion in order to protect your Unsocial Hours Payments? (Please tick only one)

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Not Applicable	<input type="checkbox"/>		

WORKING CONDITIONS

19. Do you believe your workplace is suitably prepared for this winter and flu season?

20.

21. Does your Trust charge staff for car parking?

No	<input type="checkbox"/>
Yes, but not during Covid-19	<input type="checkbox"/>
Not during Covid-19 but they have started to charge again	<input type="checkbox"/>
Yes	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>

22. Do you feel there is adequate support and opportunities for you to progress your career in the NHS?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Don't Know	<input type="checkbox"/>
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23. Do you get support or pay protection if you have to take time off for dependents?

Yes	<input type="checkbox"/>
Yes, during Covid-19 only	<input type="checkbox"/>
No	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>

24. Have you considered leaving the NHS in the last six months?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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25. If yes, why? (tick all that apply)

Pay	<input type="checkbox"/>
Stress	<input type="checkbox"/>
Mental Health	<input type="checkbox"/>

Workloads	<input type="checkbox"/>
Covid-19 Pressures / Fears	<input type="checkbox"/>
Covid-19 Pressures / Fears	<input type="checkbox"/>
Bullying	<input type="checkbox"/>
Violence & Abuse	<input type="checkbox"/>
Other	<input type="checkbox"/>

The next four questions are about your feelings on aspects of your life. There are no right or wrong answers. For each of these questions, please give your answer on a scale of 0 to 10, where 0 is "not at all" and 10 is "completely".

26. Life Satisfaction – Overall, how satisfied are you with your life nowadays?

0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. Worthwhile – Overall, to what extent do you feel that the things you do in your life are worthwhile?

0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. Happiness – Overall, how happy did you feel yesterday?



0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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Not a GMB Member? Join today – www.gmb.org.uk/nhs-join

29. Anxiety – On a scale where 0 is “not at all anxious” and 10 is “completely anxious”, overall how anxious did you feel yesterday?

By returning this survey you give GMB Union permission to contact you about this campaign and related issues such as GMB membership. To view how we process personal and sensitive information please see our privacy policy: gmb.org.uk/legal/privacy-policy

0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

You can opt out of communications at any time by clicking ‘unsubscribe’ to campaign emails.

GET INVOLVED IN THIS CAMPAIGN!

30. Are there any comments you wish to make specific to the GMB pay claim this year?

31. Are you a GMB Rep? (Please tick only one)

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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32. If no, would you like information about becoming a GMB Rep in your workplace?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	
Not Applicable			<input type="checkbox"/>	

33. Would you like an online workplace visit for you and your colleagues to discuss this campaign?