



27th January 2022

GMB - NHS PAY 2022

NHS PAY REVIEW BODY (PRB)

The deadline for submitting evidence into this years NHS Pay Review Body (PRB) Process was yesterday, Monday 24th January 2022. GMB's evidence for England has been submitted and so has the Joint Union evidence.

Once again however, the Government have failed to meet their own deadline and not yet made their submission. GMB has been advised that both the Department of Health and Social Care (DHSC) and NHS England & Improvement (NHSEI) will be late in submitting their evidence.

The PRB process is already delayed, with a report of recommendations on NHS Pay not expected to be with Government until May 2022. The fact that Government are risking delaying this process even further by not submitting their evidence on time is an absolute insult to NHS workers across the country. Expected increases in national insurance, costs of living and pension contributions will see NHS workers taking a further cut in their take home pay. Even more so for the lowest paid who will fall below the National Living Wage in April. It also raises serious concerns for GMB about whether the PRB is still fit for purpose and the most appropriate route for determining pay for NHS workers.

If Government are serious about addressing the staffing crisis in the NHS, this year's pay is crucial, not just in terms of attracting new staff into the NHS, but most importantly to retain the experienced staff that are exhausted and burnt out. A speedy resolution to pay and terms is essential and GMB remains willing to talk to Government regarding negotiating a settlement outside of the PRB process.

GMB and other unions will not be publishing our evidence until the Government have submitted theirs. As soon as they have done this, GMB's evidence will be uploaded to the GMB website for members to access. You will also be able to request a copy from your local GMB Representative or by emailing NHS@gmb.org.uk

Once all evidence has been received, the PRB will consider all submissions and GMB has been invited to give further supplementary evidence at an oral evidence session in March.

GMB NHS PAY 2022 MEMBER CONSULTATION

Thank you to all GMB members who completed the recent pay consultation survey. The data received was used to formulate GMB's PRB submission. A few key findings are:

- 75% of respondents regularly work additional hours above their contracted hours. An increase since the last GMB survey in December 2020.
- 13% of respondents work unpaid overtime.
- 17% of respondents work in Trusts that have started charging staff for car parking after initially not doing so during Covid-19; and 7.5% of respondents work for Trusts that charge for staff car parking.
- 58% of respondents feel there is not adequate support or opportunities for them to progress their career in the NHS.
- 30% of respondents do not receive support or pay protection if they have to take time off for dependents.

- 71% of respondents have considered leaving the NHS in the last six months with the most common reasons being pay, stress and mental health, workloads and Covid-19 pressures and fears. An increase on last year.
- 46% of respondents do not believe that the PRB is the most appropriate way to determine pay for NHS workers.

The campaign for NHS Pay 2022 has started and every day is crucial in ensuring NHS workers are engaged and getting organised for the months ahead. All GMB members have a role to play in this campaign - by speaking to colleagues and the general public, signing petitions, sharing campaign messages in workplaces and on social media platforms, asking your MP to support a significant pay increase for NHS workers.

WHAT CAN YOU DO TO HELP?

Not a GMB member?

Join today and get involved. [Join the union for NHS staff today | GMB](#)



A GMB member already?

Get involved.

- Speak to your local GMB Representative about how you can promote NHS Pay Campaigns in your workplace
- Recruit a colleague into the GMB
- Make sure your GMB membership details are up to date. You can do this by contacting your local GMB Representative or online using the GMB website at <https://gmb.org.uk/mygmb-edit>
- Keep up to date with campaign messages by following us on [Facebook - GMB Union NHS Workers](#) and on [Twitter @GMBNHS](#)

Don't a have a GMB Representative?

Become one!

Register your interest via the website campaign page [We're campaigning for pay justice in our NHS | GMB](#)

Unsure about what the role of a GMB NHS Representative involves? For more information, email your contact details to NHS@gmb.org.uk