14/6/2022

**Pay Campaign - Your Pay Rise is Already Late**

Dear member,

Our annual pay award was due in **April 2022**, so we are already owed money by the government.

The NHS Pay Review Body (NHSPRB) has not yet officially released its recommendation this year, but it is likely to be in June. Last year we had a **4.8% real terms pay cut** as inflation was 7.8% and we were given a 3% ‘Pay Award’. The Bank of England warns inflation will hit 10% by Autumn and the NHSPRB is likely to offer around 3% again, so **a planned pay cut of around 7%.**

The NHSPRB and this Tory government have prior form on cutting our pay; below is a chart showing our real-terms pay cuts over the last 11 years, note that some bands are actually paid a whole band less than what they were 11 years ago in real-terms.

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| --- | --- | --- | --- | --- |
| Pay Point | Salary 2010 | 2010 Salary adjusted for inflation (RPI)  (*What you should be paid now*) | Actual Salary 2021 | Real Terms Pay Cut Over 11 Years |
| Top of Band 2 | £16,753 | £22,856 | £19,918 | **£2,938** |
| Top of Band 3 | £18,557 | £25,317 | £21,777 | **£3,540** |
| Top of Band 4 | £21,798 | £29,739 | £24,882 | **£4,857** |
| Top of Band 5 | £27,534 | £37,565 | £31,534 | **£6,031** |
| Top of Band 6 | £34,189 | £46,644 | £39,027 | **£7,617** |
| Top of Band 7 | £40,157 | £54,787 | £45,839 | **£8,948** |

Imagine where we will be in another decade if we don’t take collective action. UNISON has consistently campaigned for better pay for its members and there will likely be another ballot for industrial action.

What can you do? Be ready to vote. Make sure your contact details are up to date via ‘My UNISON’ or UNISON Direct on 0800 0 857 857. Contact yas.unison@nhs.net if you want to get more involved, have any questions or comments.

**Any ‘pay rise’ less than inflation is another pay cut. We can’t pay our bills with claps.**