



## Branch briefing on NHS pay



In this bulletin:

- Key information on our claim – One Team 2k
- Actions for branches – get involved in **Two days for 2k**
- Tips for safe and inspiring campaigns
- Useful background information and figures – find out what the claim would mean for your members





## Introduction

On [Friday 28 August we delivered our NHS pay claim to 10 Downing Street](#).  
Your voices, your [claim](#), straight to the heart of government.

**We want a rise of at least £2,000 on every pay point – and to get that paid early.**

Of course, 2020 is a year like no other and we had to do things differently. Social distancing. Hand sanitiser. “Handing over” electronic documents instead of paper.

When you’re the biggest union in the NHS you have to lead by example. Keeping our activists safe is not only the right thing to do, it leaves no room for those who would leap at any opportunity to criticise us with the age-old nonsense that campaigning and organising is unprofessional or even dangerous.

Thing is, UNISON is no stranger to innovative campaigning. Across the UK our activists constantly engage members, the public and politicians with exciting campaigns and thought-provoking stunts.

So we’re ready to embrace the challenge of coordinating a national campaign in a challenging environment. And I know you are too.

This bulletin contains key information about our pay claim and, most importantly, actions and ideas to make OneTeam2k an exciting campaign in your workplaces.

**Sara Gorton**  
**UNISON head of health**





## Our claim – One Team 2k

UNISON is asking for a rise of at least £2,000 on every pay point – and working to get that money paid early.

£2,000 for everyone is fair and reasonable for the whole NHS team. It is easy to explain to the government and the public alike and supporting it is the least they can do for NHS staff. It isn't complicated, and it could be implemented quickly.

And our members agree. Over 8 out of 10 UNISON members in the NHS said they would support a campaign for a £2,000 pay rise for all NHS staff, saying that increase would make a meaningful difference to their spending power.

We also know UNISON members are in favour of a flat rate pay increase – an across the board increase for all NHS staff. When we asked them, 70 percent of our members favoured of a flat rate approach to pay increases, compared to only 29 per cent who preferred percentage increases.

A £2,000 increase to every pay point would mean:

- A pay rise of over £1 per hour for all staff
- A fair and equitable rise, reflecting the contribution of all staff through 2020
- A minimum pay rate of £10.23 per hour – over the real Living Wage
- A Band 5 starting salary of nearly £27,000
- For Bands 1 – 6 a rise of at least double RPI inflation.





## Our campaign

We've spread the word about our OneTeam2k pay claim through national and regional media and in our communications to members. But to stand the best chance of achieving this we need to work together to take the claim wider – to make sure that people who use the NHS, those who run it and those who make decisions about it all know that we mean business.

To kick-start our campaign, we will be holding **Two days for 2k**, 48 hours of workplace-based pay activity between 16-18 September.

The aim is to get as many health branches as possible campaigning at the same time to help deliver the early and meaningful pay rise that our members deserve and to bring the campaign to life in every workplace.

We know that coordinating campaign activity can be particularly effective – so make sure you speak with your UNISON region and health committee to share plans and ideas – **this is particularly the case for UNISON branches in devolved bargaining areas Cymru/Wales, Northern Ireland, and Scotland.**

So, it's over to you to organise at least one pay activity at some point between 16-18 September. The list below has suggestions of some ideas you could use – or you are free to develop your own. Just make sure that what you do is designed around your members and organised in ways that encourage them to participate in more pay activities in the future. Oh, and please make sure you share what you have done!





## Two days for 2k - Ideas for campaigning activities

1. Update your website to feature the campaign, using our graphics and brand up your socials with our Facebook cover and Twitter header graphics (your region can send you the graphics you need).
2. Follow UNISON on social media and like and share our posts about NHS pay and our pay claim. Encourage members to follow us on social media and like and share campaign posts.
3. Get your noticeboards working for you. We'll do a rate my board competition for the best OneTeam2k noticeboard – just send your pictures in to us and we will give a prize of £100 to the winning branch and £50 to three runners up. We will publicise the winners and their boards on Facebook and Twitter. (Your region can send you posters and graphics to use to decorate your board).
4. Organise a place to take pictures of members holding “I support One Team 2k” campaign posters and post them on your social media pages.
5. Pass it on - When you speak to members about OneTeam2k, ask them if they will help spread the word by telling two people they know about the campaign too. Start by asking all branch reps to do this.
6. Make sure that members who are working at home are included in your activities – once you have your campaign activities lined up, think about whether you or stewards can do a phone-round to let members know how they can join in.





7. Put the **Team** into One Team 2k - Think about an activity that promotes the One Team message in our claim – you could ask teams to send or post a snap of the different job roles of people that have worked together to tackle Covid. Or use your web and e networks to run a prize draw for the best description of why NHS staff are part of OneTeam where everyone deserves a fair pay rise.
8. Ask members of teams to sign the back of a placard to pledge their support and display or publish these somewhere – don't forget to take photos!
9. If you are on-site, think about organising a physical activity – **check out the ideas and guidelines in the next section for tips.**
10. We will set up a “write to your MP” campaign tool. When it goes live, encourage members to write to their MP by promoting the link on your website and in communications with members. And once they have written, ask members to pass the link on to the supporter's letter to pledge their support for that person to get an early and fair pay rise this year.
11. Arrange a (virtual) meeting with your local MP to get their support for the union's OneTeam2k campaign for an early and fair pay rise for local NHS staff. The branch could support teams of members to do this together – so they can explain how everyone has contributed to tackling Covid and why everyone deserves an early and fair pay rise this year.
12. Let your employer know about the claim and make sure they know we are campaigning for full funding for our OneTeam2k early pay rise – so that paying staff more does not come from existing budgets.





13. We know that investing in NHS pay would give a boost to local economies, and that giving a pay rise to health staff would bring benefits for local businesses. Help us find members who would be willing to tell us what they would spend the extra £2000 a year on. Or, ask them yourselves and send pictures and quotes, or films to us at [health@unison.co.uk](mailto:health@unison.co.uk) Don't wait until **2 days for 2k** to do this – if you send your films now, we can get them lined up to share over 16-18 September.

14. Organise a virtual pay quiz in your branch and give prizes for the winners. The health team can help with questions if you ask – email us on [health@unison.co.uk](mailto:health@unison.co.uk)





## Resources for branches

UNISON has produced a set of resources to support you when you campaign locally in support of the union's campaign for an early pay rise of at least £2,000 on all pay points.

All of these resources will be available from your region or by contacting the health group on [health@unison.co.uk](mailto:health@unison.co.uk)

- Web graphic for branch websites
- Advice on asking for a meeting with your local MP
- Placards and posters to help you promote the campaign
- T shirts (available from your regional office)
- A Facebook cover and Twitter header to use on your social media accounts as well as graphics for your social media posts
- Advice on filming members talking about what a pay rise would mean for them
- Comprehensive briefing and frequently asked questions to help you have a conversation with members about our pay claim
- Copy of the letter outlining our campaign that has gone to the Prime Minister
- A quote from UNISON head of health Sara Gorton for branch newsletters or emails about the pay claim.
- Pictures of NHS staff delivering the pay claim to Downing Street







## Organising physical events

To help raise the profile of our One Team 2k claim with members and other NHS staff, you might want to consider holding physical events. If so, you might find the following guidelines and ideas helpful.

### 1. Focus on the workplace

Holding any physical events around buildings you know and where staff are working will help to minimise any risks from travel and enable you to plan and carry out your event safely.

### 2. Identify what type of event will work best

**DEMONSTRATION** If you have lots of members wanting to show their support for the claim, consider holding a lunchtime or break-time demonstration where members can easily show their support for the pay claim. Think carefully about the physical space you will use for the event and how you will organise demonstrators safely. Check [the current guidance on mass gatherings](#), social distancing, face-coverings and hand hygiene and agree how your event will apply these. Think about when the best time/s and locations will be to enable members to either join a demonstration at the start/end of their shifts or during breaks. Consider whether you want one demo during **Two days for 2k** or if you want to run multiple demos so people from different teams or shifts can participate over the 48hours. If you have multiple sites within your organisation, will you run staggered events or hold the protests simultaneously?

Remember that if you are planning to hold the demo on land owned by your workplace, you will need to make the relevant notifications to your employer.





**CAMPAIGN STALL** If the sites in your workplace have high volumes of members starting and finishing at similar times, consider having a campaign stall positioned near a main entrance or exits. You can use the stall to display campaign materials; collect photos of supporters; and hold conversations with members about the **One Team 2k** campaign. If you are planning a stall, make sure you check the latest guidance on social distancing, hand hygiene, face coverings, etc so you can run your activity as safely as possible. Having a stall/gazebo is a great way of running several activities at once – doing photos and films as well as talking to people.

**PHOTO-SHOOT** A picture can tell a thousand words! Some members might prefer to participate in a group photo than a demonstration – if you are organising one, make sure you ask participants to observe social distancing, wear face coverings, and follow hand hygiene guidance if holding placards/graphics. It's a great idea to get photos of team members together and in uniforms if possible, and members might be happier to be photographed in a group rather than individually. Again, if you are taking the pictures on site, remember that you might need to get the relevant permissions.

### 3. Approach people sensitively

Some people may have strong views about attending events and might be cautious about participating in physical campaign activities. Being clear about the steps you will take to hold an event safely will help to reassure some members, but please approach people sensitively and be understanding if people don't want to attend an event. Hopefully, you will have lots of activity on the go, so members who don't want to or can't attend an event won't miss the chance to feel part of your **One Team 2k** campaign.





#### 4. Order or download any physical materials or electronic campaign tools you need ahead of your event

Make sure you have One Team 2k logos and branding to use on any communications you are doing around the claim or to publicise **Two days for 2k** activities. Your regional office will have access to all of the files, so let them know what you want.

Your region will also have a stock of the following physical items available to support campaign activities:

- A3 placard – OneTeam2k ‘a pay rise for all nhs staff now’ pay up now
- A3 poster - placard text with space to write details of your own event
- A4 poster – as A3 poster resized for smaller noticeboards
- T-shirts – purple with UNISON logo and OneTeam2k graphic, mixture of M/L/XL available

If your region has not been in touch with you to arrange for these to be delivered to the branch, please get in touch with your usual point of contact.

#### 5. Don't forget to share!

Make sure you keep a record of your campaigning activities, what you've done and how it has gone. Talk with your regional organiser about how best to celebrate and share your activities, and remember you're always welcome to send examples through to [health@unison.co.uk](mailto:health@unison.co.uk)

Also, please remember to share your photo's, videos and other activities during **Two days for 2k** (16-18 September) on social media using the hastags **#Twodaysfor2k** and **#OneTeam2k**





## Background to our pay campaign

In May 2020 UNISON led the publication of “[Blueprint for Return](#),” a [joint trade union plan](#) for running the NHS safely and effectively as lockdown began to ease. This included fast, comprehensive and accessible testing, and the ongoing, ample supply of protective kit. We also said we expected the government to make a clear statement of intent that the contribution of all NHS staff in dealing with this pandemic, whatever their jobs, in dealing with this pandemic would be reflected in future conversations about pay.

At this time our Health Service Group Executive began the process building the initial stages of a pay campaign.

Since [we wrote to the Prime Minister asking for pay talks to be brought forward](#), the government has missed several opportunities to do this. It is clear that, while they were quick to join in with the clapping, the government will try to avoid responding when you ask for that recognition to be reflected in your pay.

We know that for any campaign to be successful we need a combination of:

- Support from members
- Support of the general public
- Coordinated efforts across the trade union movement
- Winning the political argument





## Support from members

Tens of thousands of members responded to us with overwhelming support for wanting to get things moving on pay.

We wrote to all UNISON members in the NHS on **10 June 2020**, and **tens of thousands of members** responded to our survey.

Over 9 out of 10 members supported a campaign for an early pay rise. Over 8 out of 10 members said they'd support a campaign for a **£2,000 pay rise** for all NHS staff, saying that increase would make a meaningful difference to their spending power.

Our lead committee, made up of NHS workers from across the country, met several times over summer. That level of response gave them the confidence that UNISON members in health were serious about a campaign to improve NHS pay, and that a claim of **£2,000** would be both supported and meaningful.

We wrote again to all members in the NHS on **3 July 2020** to let them know the early results of that survey, and that we would begin talks with the joint trade unions to try and agree a joint approach. We said we'd write back when we knew more, and we did so on **Tuesday 25 August**.

Now our campaign has started we'll be in touch with members more often – at both national and local level – so look out for more on how you can make sure members in your branch have a change to engage in our campaign.





## Support from the general public

We know we need significant public support for a pay rise – and at the moment we have it.

A majority of the public (69%) think all NHS staff should get an early pay rise, according to [a UNISON/Savanta ComRes poll](#). Two thirds (66%) of the public believe a wage increase for employees should be significant in light of the Covid-19 pandemic.

An overwhelming majority of the public (85%) believe pay should increase. This includes nearly two in five (39%) who backed a medium increase, and more than a quarter (27%) who backed a large one. Only one in five (19%) thought NHS staff should only get a small rise.

We can't take public support for granted. Since Covid hit the UK, [over 220,000 jobs have been lost, and self employment is also down by 240,000](#) – that affects nearly half a million workers in total.

Spending money on NHS pay is worth it, but it is not cheap. Our initial estimate of the cost of our claim is about £2.8 billion pounds, plus additional spending in Wales, Scotland and Northern Ireland. That is about a 5.4% increase on the most recent paybill figure for the NHS in England.

We need to make sure we maintain public support in our campaign, and make sure we emphasise the key messages from our Blueprint for Return – that fair pay and decent treatment of staff is essential to the running of safe and effective NHS services.





## Coordinating with other trade unions

This year, more than any other, the Health Service Group Executive want to see our One Team values reflected in our claim. We took an early position – one we know our members overwhelmingly support – that this meant a flat rate pay claim.

Some other unions have been clear that they want to see a percentage pay increase – where the more you earn the more you get.

So we will continue to work with other unions to press for an early and fully funded pay rise, but we won't have one single joint union claim.

Instead, we will make the case for our claim while working together with other recognised trade unions to push the government to commit to an early and fully funded pay rise that flows to every part of the UK.





## What our pay claim means for members

UNISON is asking for a rise of at least £2,000 on every pay point – and working to get that money paid early.

It would mean everyone's basic salary would increase by £2,000 – consolidated. That is, a pay rise that is baked into the system, not dependent on any pay step progression.

It would also have a knock-on effect which would mean increases to payments based on basic pay, for example unsocial hours payments and High Cost Area supplements.

Like any increase to basic pay, it could also have an impact on the levels of income tax, national insurance, and pensions contributions for staff. These are all based on personal earnings so this will depend on individual circumstances.

£2,000 for everyone is fair and reasonable for the whole NHS team. It is easy to explain to the government and the public alike and supporting it is the least they can do for NHS staff. It isn't complicated, and it could be implemented quickly.

**A £2,000 increase to every pay point would mean:**

- A pay rise of over £1 per hour for all staff
- A fair and equitable rise, reflecting the contribution of all staff through 2020
- A minimum pay rate of £10.23 per hour – over the real Living Wage
- A Band 5 starting salary of nearly £27,000
- For Bands 1 – 6 a rise of at least double RPI inflation





# ONE TEAM



## What if...the pay structure with a 2k rise

Spot rate	
Band 1	£20,005

	Entry		Full rate
Band 2	£20,005	2 years	£21,337
Band 3	£21,737	2 years	£23,142

	Entry		Full rate
Band 4	£23,892	3 years	£26,157

	Entry	Intermediate		Full rate	
Band 5	£26,907	2 years	£28,970	2 years	£32,615

	Entry	Intermediate		Full rate	
Band 6	£33,365	2 years	£35,176	3 years	£39,890
Band 7	£40,890	2 years	£42,894	3 years	£46,503

	Entry		Full rate
Band 8a	£47,753	5 years	£53,668
Band 8b	£55,168	5 years	£64,001
Band 8c	£65,751	5 years	£75,664
Band 8d	£77,914	5 years	£89,754
Band 9	£93,004	5 years	£106,927

(based on pay scales in England, Cymru/Wales, and Northern Ireland)



## Summary of changes to key pay points

		2021 base rate	Result of £2k rise	£ change	% change	New £ per hour
Band 1	Spot	£18,005	£20,005	£2,000	11.1%	£10.23
Band 2	Entry	£18,005	£20,005	£2,000	11.1%	£10.23
Band 2	Full	£19,337	£21,337	£2,000	10.3%	£10.91
Band 3	Entry	£19,737	£21,737	£2,000	10.1%	£11.12
Band 3	Full	£21,142	£23,142	£2,000	9.5%	£11.84
Band 4	Entry	£21,892	£23,892	£2,000	9.1%	£12.22
Band 4	Full	£24,157	£26,157	£2,000	8.3%	£13.38
Band 5	Entry	£24,907	£26,907	£2,000	8.0%	£13.76
Band 5	Full	£30,615	£32,615	£2,000	6.5%	£16.68
Band 6	Entry	£31,365	£33,365	£2,000	6.4%	£17.06
Band 6	Full	£37,890	£39,890	£2,000	5.3%	£20.40
Band 7	Entry	£38,890	£40,890	£2,000	5.1%	£20.91
Band 7	Full	£44,503	£46,503	£2,000	4.5%	£23.78
Band 8a	Entry	£45,753	£47,753	£2,000	4.4%	£24.42
Band 8a	Full	£51,668	£53,668	£2,000	3.9%	£27.45
Band 8b	Entry	£53,168	£55,168	£2,000	3.8%	£28.22
Band 8b	Full	£62,001	£64,001	£2,000	3.2%	£32.73
Band 8c	Entry	£63,751	£65,751	£2,000	3.1%	£33.63
Band 8c	Full	£73,664	£75,664	£2,000	2.7%	£38.70
Band 8d	Entry	£75,914	£77,914	£2,000	2.6%	£39.85
Band 8d	Full	£87,754	£89,754	£2,000	2.3%	£45.90
Band 9	Entry	£91,004	£93,004	£2,000	2.2%	£47.57
Band 9	Full	£104,927	£106,927	£2,000	1.9%	£54.69

*(based on pay scales in England, Cymru/Wales,  
and Northern Ireland)*

