

The logo for GMB Union, featuring the letters 'GMB' in white on an orange square background, with the word 'UNION' in white on a black rectangular background below it.

28th July 2022

NHS PAY 2022 - UPDATE England, Wales and Northern Ireland

NHS Pay Award 2022/23

Government have finally made their announcement regarding what this year's pay award will be. They have accepted the NHS Pay Review Body (PRB) recommendation on pay in full.

- **£1400 consolidated uplift in pay for all Agenda for Change Staff to their Full Time Equivalent Salary. This includes the National Living Wage adjustments made for Bands 1 & 2 from 1st April 2022.**
- **This will be enhanced to 4% for staff at the top of Bands 6 & 7.**
- **Backdated to 1st April 2022.**

Reminder of GMBs & the joint union pay claim to the PRB

GMB

As well as the joint union claim detailed below, GMB also called on the PRB to make recommendations about returning all ambulance service workers to Annex 5 of Agenda for Change for unsocial hours and a review of their retirement age which is inconsistent with other emergency service workers. GMB also raised concerns about pay falling below the National Living Wage, difficulties in accessing flexible working, ambulance service pressures and high cost area supplements. GMB also notified the PRB that our members were losing faith in the PRB process and its effectiveness in delivering fair pay justice for them.

Joint Union

- A significant increase in pay that busts inflation.
- A down payment and plan towards restoring a decade of lost earnings.
- A retention package that seeks to address:
 - Job banding
 - Fair pay for additional hours
 - Limits to excessive working hours to prevent burnout
 - The use of recruitment and retention premia's
 - Supports career progression

It is therefore disappointing to see a PRB recommendation that is a real terms pay cut and does not address any of these additional issues.

The logo for NHS Pay Justice, with 'NHS PAY' in blue and 'JUSTICE' in orange, both in a bold, sans-serif font, set against a white background with a blue border.

GMBUNION

What happens next?

This is a pay award by the Government. It is not a pay negotiation process whereby Union members can reject and expect an improved pay offer to be made. If NHS staff are not happy with the pay award - the only way to challenge the Government's position on it is to consider industrial action.

Government will now go ahead and pay the award to NHS staff. It is expected that this will be paid in September / October.

However, the pay campaign is not over if GMB members want to continue the fight.

GMB's National NHS & Ambulance Committee are still considering the next stages in this campaign. There will shortly be a ballot of GMB members and more details will follow in the coming days that will include details of the pay award, GMB pay ballot, timeline and frequently asked questions & industrial action myth buster.

What can you do to support the NHS Pay Campaign?

- Share this update with colleagues.
- Make sure your GMB membership details are up to date so we can ensure you receive pay updates and ballot papers. You can do this by contacting your local GMB Representative or Office.
- Speak to your colleagues about this year's pay campaign. Every NHS worker should be engaged in the fight for pay justice and against any further real terms pay cuts. But only GMB members can vote with us. If your colleagues are not in a union, ask them to join today at www.gmb.org.uk/join
- Get more involved in the pay campaign in your local area. Or become a workplace activist or representative. Contact your local GMB representative or Office for more details. Or email NHS@gmb.org.uk
- Keep up to date with campaign messages by following us on:
 - Facebook - GMB Union NHS Workers
 - Twitter - @GMBNHS

Not a GMB Member? Scan here and join today!

NHS PAY
JUSTICE