



## **NHS PAY IN 2008**

***- the facts behind the cuts to your pay!***

***The timeline on pay - the reasons underpinning  
the Unite position***

**Unite has taken a principled stand on the issue of NHS pay for our members in 2008.**

**And outlined below is the timeline that demonstrates your union has held fast to those principles, despite intense pressures on it to accept a three-year pay deal, which, in effect, would have meant a severe pay cut in real terms over that period for *you* – our members.**

***September 2007***      Unite's written evidence, along with that of the staff (unions') side, submitted to the independent Pay Review Body (PRB)

***December***              Oral evidence given by Unite representatives to the PRB

***January 2008***        Discussions with NHS Employers to look at options relating to a multi- year pay deal

Discussions were suspended pending the outcome of the PRB report

***March***                    PRB report was not published when expected

***April***                     Unite, together with other unions were informed by the staff side chair that exploratory talks had been taking place over the previous three weeks with the NHS Employers and the Department of Health (DH)

4 April: a special Staff Council Executive was held where a pay offer was presented. Unite and other unions were unable to accept the multi-year pay offer, however Unison and the Royal College of Nursing were willing to accept the proposals - subject to the consultation with their membership

22 April: a Unite special Health Sector National Industrial Committee (HSNIC) met and the committee unanimously rejected the multi-year pay offer, and instructed the Unite national officers to reopen negotiations

Kevin Coyne, then Unite National Officer for Health wrote to the Health Secretary, Alan Johnson on behalf of all the unions which had rejected the multi-year pay proposal, requesting a reopening of pay negotiations. This was summarily rejected by Mr Johnson

### **May**

29 May: another special HSNIC met and in light of the refusal to reopen negotiations agreed to a ballot of Unite (Amicus section) NHS membership. The Unite (TGWU section) had already voted overwhelmingly against the three-year deal

30 May 2008: ballot commenced

### **June**

11 June: ballot closed. Ballot resulted in a 95% rejection of multi-year pay offer and a 75% vote in favour of an industrial action ballot

13 June: special meeting held of NHS trade union officers where a draft pay circular was tabled, along with a joint union statement.

After internal consultation and in accordance with the clear mandate from the Unite NHS membership, Unite refused to sign up to either the draft pay circular or the joint statement.

The pay proposals were subsequently imposed on all NHS staff covered by *Agenda for Change (AfC)*

### **July**

2 July: the first meeting of the joint Unite Health Sector Industrial Committees, involving the Amicus and TGWU health sections

9 July: Unite National Officer for Health, Karen Reay writes to all four ministers of health in the UK, stating that Unite was now in dispute over the imposed three-year pay deal.

18 July: Unite ‘day of protest’ heralds the beginning of *Cut My Pay – No Way* campaign and successful demonstrations were held at NHS sites across the country

***September***

Regional health sector activists’ meetings to be held early in September to consult on the content and timing of the planned industrial action ballot

***Unite Health Sector  
August 2008***