



Department
of Health &
Social Care

Rachel Harrison
GMB National Secretary
GMB Union
[By email]

Rt. Hon. Victoria Atkins MP
Secretary of State for Health and Social Care

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Dear Rachel,

20 May 2024

Thank you for your correspondence on behalf of GMB setting out your concerns with the delays to this year's pay round and the impact this is having on the lowest paid.

We hugely value and appreciate all our NHS staff and recognise their extraordinary commitment and hard work. We therefore understand how important to it is to have certainty on pay for the upcoming year. It is a core priority of the Secretary of State to improve the working lives of NHS staff, so I am grateful for you raising your concerns.

As you know, we have submitted our evidence to the NHS Pay Review Body (NHSPRB) for them to make recommendations on a pay uplift for NHS workers for the 2024-25 financial year. Once we receive their reports, we will carefully consider the contents and seek to make any pay uplift as quickly as possible.

You specifically mention the interaction between NHS workers and the national living wage (NLW), particularly the impact this has on involvement in local salary sacrifice schemes. The Government welcomes the increases to the NLW and recognises the positive impact this will have for many individuals up and down the country at a time when economic uncertainty remains a worry. My officials are working closely with employers to understand the impact of salary sacrifice schemes and identify potential resolutions. As is always the case, the NHS Pay Review Body will consider the interaction between pay and the NLW when recommending rates of pay.

I look forward to engaging on these matters further.

Yours sincerely,

RT. HON. VICTORIA ATKINS MP
SECRETARY OF STATE FOR HEALTH AND SOCIAL CARE